

MINUTES
STATED MEETING OF HOLSTON PRESBYTERY
DECEMBER 1, 2020
TABLE OF CONTENTS

Call to Order and Opening Prayer.....	3896
Enrollment.....	3896
Consent Agenda.....	3902
Treasurer's Report	3902
Stated Clerk's Report.....	3907
224th General Assembly (2020) Commissioners' Report.....	3907
2019 Annual Statistical Report	3909
Minutes of the Commission to Install the Rev. Samuel Schaus.....	3910
General Mission Board Report.....	3911
Discipleship Committee Report.....	3924
Campus Ministry Committee Report.....	3924
Committee on Preparation for Ministry Report.....	3925
Administration and Budget Committee Report	3925
Mission and Evangelism Committee Report.....	3926
Holston Presbytery Camp and Retreat Center Report	3932
Committee on Ministry Report.....	3960
Trustees Report.....	3965
Nominating Committee Report.....	3976
Promotions	3980
Worship and Adjournment.....	3987

MINUTES
STATED MEETING OF HOLSTON PRESBYTERY
VIA ZOOM ELECTRONIC MEETING
DECEMBER 1, 2020

Holston Presbytery met for its stated meeting via Zoom at 2:30 PM. A pre-meeting chat and practice session was held beginning at 1:45 PM. The meeting was called to order and opened with prayer at 2:35 PM. The Moderator welcomed those gathered for the meeting.

ENROLLMENT:

TEACHING ELDERS PRESENT/ABSENT:

Name	Present	Absent
Adams, Collin	X	
Alderman, Brian		X
Allen, William E.		X
Amstutz, Sharon	X	
Anderson, William	X	
Armistead, Robert L.		X
Askew, Catherine Clasen		X
Austin, Richard C.		X
Barron, Earle		X
Bement, Gary		X
Bier, Tom		X
Bohn, Christine	X	
Cartwright, Gregory		X
Cave, Payne		X
Chapman, Alan		X
Christian, H. Martin		X
Clark, Dan		X
Clements, Lee	X	
Cobb, Harrell L.		X
Coggin, Mitch		X
Donaldson, Dan	X	

Dowling, John		X
Fifield, Richard L.	X	
Florence, Kaye	X	
Gunn, Yale		X
Hazelwood, Deven		X
Helphinstine, Paul	X	
Hopper, Barron	X	
Huff, Allen	X	
Hutchison, Ralph		X
Hyers-Prentice, David	X	
Hyers, William D.		X
Im, Seong Cheol		X
Jenkins, Todd	X	
Jordan, Greg		X
Kestner, C. Phillip		X
Knisley, Mark	X	
LaPointe, Douglas		X
Locke, Patricia		X
Martin, James		X
Martin, John L.		X
Mays, James		X
Meredith, Tim W.		X
Moore, Diana	X	
Napier, Brad	X	
Norris, Rodney	X	
Rainwater, Robert	X	
Ray, Richard		X
Rolling, George L.		X
Scruggs, Glenn		X
Schaus, Samuel	X	
Sharrett, Lawrence	X	
Shaw, Angus		X

Shelton, Mike		X
Sims, David H.		X
Steinle, Marshall	X	
Strickler, Dave	X	
Sutherland, Terry		X
Wade, Thomas M. L.		X
Walker, Bradley	X	
Webster, Stan	X	
Weddington, Sam		X
Weed, Sherrolyn G.		X
Weisz, Stephen R.		X
Welch, David		X
White, Katherine		X
White, Ray		X
White, Robert	X	
Whitesides, Davis		X
Willard, Pat		X
Wyatt, Brian	X	
Young, William		X

MINISTERS OF OTHER DENOMINATIONS PRESENT/ABSENT:

Name	Present	Absent
Blevins, Daniel		X
Diddle, Mark		X
Frye, Cynthia		X
Garner, Don		X

COMMISSIONED RULING ELDERS PRESENT/ABSENT:

Name	Present	Absent
Austin, Jim	X	
Baird, Carol		X
Baird, Gloria		X
Ballinger, Calvin		X
Barnette, Anthony		X
Cagle, Tracy		X
Cobb, Marci		X
Culbertson, Mike		X
Dalton, David		X
Farmer, Mary Jane		X
Freshour, TJ		X
Grimes, Robert		X
Light, David		X
Morelock, Jeff		X
Rice, Cheryl		X
Stevens, Betty		X
Tucker, John	X	
Wise, Scott	X	
Wright, Kathleen		X

RULING ELDER COMMISSIONERS:

Congregation	Principal	Alternate	Visitor/Other
Amity			
Barton Springs	Elizabeth Tucker		
Bethel, Dandridge			
Bethel, Kingsport	Bill Sade		
Blountville			
Bristol, First			
Cedar Creek			
Cedarview			

Chuckey			
Clinton			
Cold Spring			
Colonial Heights	Isaac Webb		
Cove Creek			
Covenant	Don Hart		
Cross Anchor			
Elizabethton, First	Lydia Roane		
Erwin	Logan Morrow		
Grays Chapel			
Greeneville, First	Deborah Nycum		
Hebron			
Hopewell			
Jefferson City, First			
Jennie Moore			
Johnson City, First	Gilbert Rosenberger		
Jonesborough	Jeff Jernigan		
Keystone			
Kingsport, First	Nic Clemmer		
Leesburg			
Magill Memorial			
Morristown, First	Charlie Hurt		
Mountain City	Diran Tookmanian		
Mt. Hermon			
New Bethel			
New Ebenezer			
New Market			
New Providence			
Newport			
Oakland			
Old Kingsport			

Philadelphia			
Piney Flats			
Preston Hills	Gale Manley		
Reedy Creek, Bristol			
Reedy Creek, Kingsport			
Rock Creek			
Rogersville	Jonathan LeRoy		
Rosemont			
Salem			
Shady Valley			
Shenandoah	Dave Light		
St. Paul			
Strawberry Plains	Tracy Cagle		
Tabernacle			
Timber Ridge	Charles Brumley		
Tri City Korean			
Watauga Avenue	Dick Lura		
Waverly Road	Rick Johnson		
Weaver Union			
West Ridge			
Windsor Avenue			
Zion			

PRESBYTERY MODERATOR: Kaye Florence

PRESBYTERY VICE-MODERATOR: Paul Gabinet

PRESBYTERY STAFF: Kim Fifield, Jim Austin, John Golden

COMMITTEE CHAIRS:

VISITING/CORRESPONDING TEACHING ELDERS/MINISTERS: None

VISITORS: None

Consent Agenda:

- Approve enrollment
- Declaration of quorum
- Adoption of Docket
- Receipt of all informational reports not requiring presbytery action

The consent was approved.

General Mission Budget Report January – September 2020

	Jan - Sep 20	Budget	% of Budget
Ordinary Income/Expense			
Income			
60160 · Unified Mission Designated Fund	14,721.62	12,000.00	122.68%
60400 · Holston Meadows Cabin-Income	0.00	40,000.00	0.0%
60500 · Unified Monies	176,340.77	325,000.00	54.26%
61900 · Other Forms of Income	0.00		
61905 · Interest Income	926.09	500.00	185.22%
Total Income	191,988.48	377,500.00	50.86%
Gross Profit	191,988.48	377,500.00	50.86%
Expense			
70100 · GMB/Ministries w/Councils	8.20	69,640.98	0.01%
70200 · Committee on Ministry	-191.75	1,000.00	-19.18%
70300 · Committee Prep for Ministry	0.00	1,000.00	0.0%
70400 · Mission & Evangelism	0.00	2,000.00	0.0%
70500 · Discipleship Committee	0.00	2,000.00	0.0%
70900 · Administration & Budget	142,484.75	212,898.38	66.93%
71200 · Holston Camp & Retreat Center	51,046.38	83,374.30	61.23%
71300 · Campus Ministry Committee	24,359.73	42,146.93	57.8%
71400 · Trustees	64.40		
Total Expense	217,771.71	414,060.59	52.59%
Net Ordinary Income	-25,783.23	-36,560.59	70.52%
Net Income	-25,783.23	-36,560.59	70.52%

Fund Balance Report

September 30, 2020

Sep 30, 20

ASSETS

Current Assets

Checking/Savings

10000 · CHECKING - CITIZENS BANK

10105 · PPP Loan (PPP Loan)	23,061.86
10111 · Select Monies	24,510.78
10172 · Bethany PC-Lease Monies	-9,692.40
10175 · Liberty Presbyterian	-5,274.14
10211 · Hattie Farthing Fund	5,534.49
10410 · Global Mission Fund	1,614.36
10420 · 5 Cents-a-Meal Local	841.70
10421 · 5 Cents-a-Meal International	-0.15
10530 · Indian Ridge Payment	80,500.00
10531 · Youth Ministry Endowment	341.50
10630 · Presbytery Peacemaking	7,671.81
10640 · EIHN - Restoring Creation	1,425.00
10712 · Ministry - Hawkins County	3,706.00
11253 · HPC-Loan (HPC-Loan)	-121,500.00
11309 · Synod - Campus Ministry Designa	-662.63
11310 · Campus Ministry Intern	600.00
11311 · Campus/ETSU (Campus/ETSU)	1,162.67
11312 · Campus Ministry - Other	24,042.19
11860 · Williams Transition Fund	8.82
11861 · Williams Capital Fund Interest	129.39
11862 · Williams Program Fund Interest	10,852.84
11863 · Hebron PC Loan/VA Williams Fund	9,536.00
11910 · Honoraria - EP	17,908.58
12000 · Campus Minister Funds	1,200.00
20000 · Citizens Bank	
20210 · Pastoral Care	-2,263.30
20531 · Youth Triennium	1,149.16
20710 · Church Development	310.75
20750 · New Church Development	228.19
20780 · Evangelism	984.43
20911 · Equipment Reserve	693.97
21820 · Grigsby Scholarship	9,437.60

21830 · Braziel Scholarship	6,851.05
21840 · Dixon Scholarship	6,761.93
21880 · Robinson Fund	70.79
21881 · Ninth Street Loan Fund - Hold	7,260.29
Total 20000 · Citizens Bank	31,484.86
10000 · CHECKING - CITIZENS BANK - Other	342,672.00
Total 10000 · CHECKING - CITIZENS BANK	451,675.53
3000 · MOUNTAIN COMMUNITY-CABIN	22,408.41
30000 · PRESBYTERIAN FOUNDATION	
30710 · Church Development	38,192.46
30730 · Small Church Fund	178,841.10
30750 · New Church Development	88,095.34
31870 · Pattie Bushong Fund	2,202.63
31881 · Ninth Street Loan Fund	12,786.70
31883 · Tusculum University Endowment	120,691.17
Total 30000 · PRESBYTERIAN FOUNDATION	440,809.40
4000 · Rosemont Presbyterian Church	41,911.11
Total Checking/Savings	956,804.45
Other Current Assets	
40000 · The PFSA, Inc Grant-Restricted	
40211 · Hattie Farthing	39,822.65
41820 · Grigsby Fund	98,151.80
41830 · Braziel Fund	42,724.53
41840 · Dixon Fund	39,145.00
41880 · Robinson Fund	1,030.07
41881 · Ninth Street Loan Fund	6,125.95
Total 40000 · The PFSA, Inc Grant-Restricted	227,000.00
Total Other Current Assets	227,000.00
Total Current Assets	1,183,804.45
Fixed Assets	
46000 · Holston Meadows Cabin	650,553.11
Total Fixed Assets	650,553.11
Other Assets	
80000 · Notes Receivable	
80200 · Hebron Presbyterian Church	23,493.48
Total 80000 · Notes Receivable	23,493.48
Total Other Assets	23,493.48
TOTAL ASSETS	1,857,851.04

UKirk Presbyterian Campus Ministry Budget Report January – September 2020

	<u>Jan - Sep 20</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
60000 · HP Youth Ministry	2,541.69	3,000.00	84.72%
60003 · Synod of Living Waters	5,964.03	7,952.00	75.0%
60004 · The PFSA, Inc	2,272.86	3,030.00	75.01%
60006 · Interest Income	24.57		
60007 · Donations-Other Income	1,950.22		
60009 · Retreat & Event Fees	30.00		
Total Income	<u>12,783.37</u>	<u>13,982.00</u>	<u>91.43%</u>
Gross Profit	12,783.37	13,982.00	91.43%
Expense			
70100 · Expenses Campus House			
70101 · Cable TV, Internet, Telephone	719.91	1,000.00	71.99%
70103 · Cleaning	740.00	1,200.00	61.67%
70104 · Electricity	1,670.93	3,000.00	55.7%
70105 · Cleaning Supplies	49.74	200.00	24.87%
70106 · Food/Student Fellowship Groups	159.15	2,000.00	7.96%
70108 · Miscellaneous	93.81	2,000.00	4.69%
70109 · Office Supplies	14.77	400.00	3.69%
70110 · Printing/Postage/Promotion	493.65	200.00	246.83%
70111 · Repairs/Maintenance	2,396.32	1,000.00	239.63%
70113 · Water	426.95	500.00	85.39%
70114 · Insurance (Insurance)	1,691.00	1,700.00	99.47%
Total 70100 · Expenses Campus House	<u>8,456.23</u>	<u>13,200.00</u>	<u>64.06%</u>
70200 · Expenses/Youth			
70203 · Montreat	156.90		
Total 70200 · Expenses/Youth	<u>156.90</u>		
Total Expense	<u>8,613.13</u>	<u>13,200.00</u>	<u>65.25%</u>
Net Income	<u><u>4,170.24</u></u>	<u><u>782.00</u></u>	

UKirk Presbyterian Campus Ministry Fund Balance Report
September 30, 2020

	<u>Sep 30, 20</u>
ASSETS	
Current Assets	
Checking/Savings	22,081.75
Other Current Assets	56,220.74
Total Current Assets	<u>78,302.49</u>
TOTAL ASSETS	<u><u>78,302.49</u></u>

This space left intentionally blank.

Stated Clerk Report

INFORMATION:

1. Received the Commissioners' Report on the 224th General Assembly (2020). (See attached.)
2. The 2019 Annual Statistical Cumulative Report for Holston Presbytery is attached.
3. Received the minutes of the Commission to Install the Rev. Sam Schaus as pastor, First Presbyterian Church, Morristown, Tennessee, on November 8, 2020. (See attached.)
4. Holston Presbytery Year-End Reports due January 29, 2021.
 - [2021 Church information form](#) (This information updates the Holston Presbytery Directory.)
 - [2020 Elder Necrology](#) This report is to list any Ruling Elder that died in 2020 and will be included in the March 6, 2021 Presbytery Meeting.
5. General Assembly Annual Statistical Report due February 18, 2021.
 - [Statistical Reporting & FAQ](#) The workbook is included in the FAQ and built in with the report. A unique UserID and Password will be emailed to Moderators and Clerks of Session.
 - Remember to PRINT a copy of your report for your session minute book.
 - The online Statistical Report will go live Friday, December 4, 2020.

Report from the Commissioners to the 224th General Assembly

June 19-20, 26-27, 2020

Rev. Dr. Brian C. Wyatt, Teaching Elder Commissioner

Bill Reese, Ruling Elder Commissioner

The 224th General Assembly of the Presbyterian Church, USA was truly a historical one, primarily because it was conducted on-line as a series of Zoom meetings due to COVID-19 risks. This had a huge impact on the scope of business that could be conducted and the level of detail that could be comprehended.

There were 204 items of business planned for this GA: the usual collection of nominations and elections, operating organization reports, overtures to change the Book of Order, resolutions in support of various moral and social concerns, and budget resolutions. That multitude of items traditionally would be handled by three or four long days of committee work. Commissioners would be assigned to relatively small topical committees, the items of business would be allocated out to these committees, they would be analyzed and debated at length in the committees, and then would be brought back as summary recommendations for vote by the full assembly. This year's GA organizers realized that 1) those days of committee work could not be done by Zoom and 2) the full assembly could not handle the details of all of these items in full session by Zoom.

Therefore, the most important piece of business was to decide up front what critical business would be done this year and what items would be deferred until the next (hopefully, in-person) General Assembly in 2022. The GA business committee recommended that items would be deferred to 2022 unless doing so would 1) cause legal or polity problems, 2) would cause significant financial problems, or 3) would leave critical leadership positions unfilled. Also, any potential changes to the Book of Order would be deferred until 2022 because they would have to be ratified by an in-person General Assembly before taking effect anyway.

As a result, the assembly voted that of the 204 items of business, 31 were considered information-only and required no action, 33 were considered critical and docketed for this General Assembly, and 140 were deferred until the next General Assembly.

In terms of major leadership, two Co-Moderators were elected: Elona Street- Stewart (ruling elder), a Native American synod executive from Minnesota and Rev. Gregory Bentley (teaching elder), a Black pastor from Alabama. We mention their ethnicity because of the strong ethical focus during this General Assembly on issues of racial injustice and the plight of many Native American churches. Their election reflects the seriousness with which the PCUSA takes these issues. The current Stated Clerk of the PCUSA, J. Herbert Nelson, was elected to a second four-year term. Other leadership positions in various PCUSA agencies and organizations were also elected.

The COVID-19 crisis will have a dramatic impact on the finances of the PCUSA and its mission agencies. Forecasts are for a 35% drop in income in 2020 and 2021, and 25% after that. This all happened after the proposed budgets for 2021-2022 were developed earlier this year. The GA therefore passed the original proposed budget, but then passed a separate resolution that authorized all of the agencies to vary from that budget as necessary to adapt to the changing economic outlook. Those variances must then be reported back to the next General Assembly.

Changes were made to the Presbyterian Church (U.S.A.) Child/Youth/Vulnerable Adult Protection Policy. We should expect these changes to be publicized down to the Presbytery and congregational level, and that those organizations may use the revised policy as guidelines to review and modify policies of lower judicatories.

This summarizes the critical official business that was completed by the General Assembly. However, it is also important to get a feeling for the moral imperatives with which the Assembly engaged throughout its work.

While the official business conducted during the assembly was minimal compared to other years, the attention given to perfecting the language of statements pertaining to racial issues, systemic injustices, and the need to honor minority voices reflected a growing concern with these issues within our denomination.

Immediately following the Assembly, comments quickly proliferated suggesting that this GA did not go far enough in addressing those issues. Whether or not more could have been done within the constraints of an online only GA, the need to address systemic racial injustices clearly took center stage at this meeting. The future of San Francisco Theological Seminary (SFTS), having recently been purchased by another educational institution, was an item of great concern to a vocal contingent as well. But by and large, most issues were set aside for a future,

in person, GA to address so that the limited time commissioners were given could be used to attend to the concerns of racial justice.

Yours in Christ,

Rev. Dr. Brian C. Wyatt, Pastor

First Presbyterian Church, Elizabethton, TN

Bill Reese, Elder

Jonesborough Presbyterian Church

2019 Holston Presbytery Annual Statistical Report

Presbytery	Holston		
Address	PO Box 3647, Kingsport, TN 37664		
Phone	423-247-6178	Fax	423-247-6178
Email	info@holstonpresbytery.org		
Web Site	holstonpresbytery.org		

Membership			
Prior Active Members	5386	Adjusted membership	5381
Gains		Losses	
Certificate	55	Certificate	34
Youth Professions	37	Deaths	104
Professions & Reaffirmations	57	Deleted for any Other Reason	300
Total Gains	149	Total Losses	438
Total Ending Active Members	5092		

Baptisms		Average Weekly Worship Attendance	2551
Presented by Others	26	Female Members	2877
At Confirmation	28	Friends of the Congregation	636
All Other	22	Ruling Elders on Session	377
		Do you have Deacons? Yes / No	12 / 38

Age Distribution of Active Members		People with Disabilities	
25 & Under	614	Hearing impairment	220
26 - 40	698	Sight impairment	42
41 - 55	722	Mobility impairment	182
56 - 70	1261	Other impairment	174

Over 70	1588
Total Age Distribution	4883

Christian Education

Birth - 3	48	Grade 7	30
Age 4	16	Grade 8	32
Kindergarten	21	Grade 9	39
Grade 1	31	Grade 10	28
Grade 2	18	Grade 11	15
Grade 3	29	Grade 12	29
Grade 4	30	Young Adults	62
Grade 5	32	Over 25	732
Grade 6	36	Teachers/Officers	185
		Total Christian Education	1413

Racial Ethnic

Asian/Pacific Islander/South Asian	41	Native American/Alaska Native/Indigenous	3
Black/African American/African	25	White	4936
Middle Eastern/North African	3	Multiracial	14
Hispanic/Latino-a	13		
		Total Racial Ethnic	5035

Financial Data

Annual Income	9,257,926	Mission Expenses	1,438,958
Annual Expenses	8,563,047	Personnel Expenses	4,471,799
		Facilities Expenses	1,467,298

MINUTES OF THE COMMISSION of Holston Presbytery to install the Rev. Sam Schaus as pastor of the First Presbyterian Church, Morristown, Tennessee.

The Commission, according to the appointment of Holston Presbytery, met at First Presbyterian Church, Morristown, TN, on Sunday, November 8, 2020, at 2:45 PM, with the Commission members: the Rev. Diana Moore, Member-at-Large, Holston Presbytery; Elder Calvin Ballinger, Bethel Presbyterian, Dandridge; Elder Terry Brimer, First Presbyterian, Morristown; and Corresponding Member the Rev. Brad Napier, Hopewell Presbyterian. Commission Member Rev. Todd Jenkins was unable to attend. The Rev. Diana Moore, Moderator and Clerk of the Commission opened the meeting with prayer. A quorum was present. Rev. Moore reviewed the responsibilities and procedures for the Service of

Installation, and the Commission recessed to be reconvened in the presence of the congregation at 3:00 PM. The Commission agreed to adjourn following the Benediction.

The Moderator reconvened the Commission in the presence of the congregation and led the congregation in worship with the Rev. Diana Moore preaching from Jeremiah 29 and Romans 12. An offering was received for the Holston Presbytery Pastoral Care Fund. The Moderator propounded the Constitutional Questions for the Pastor-elect, and Elder Terry Brimer propounded the Constitutional Questions to the Congregation. All questions being answered in the affirmative, the Rev. Sam Schaus was installed as pastor of the First Presbyterian Church, Morristown, agreeably to the Word of God and the constitution of the Presbyterian Church (U.S.A.). The installation prayer was led by the Rev. Brad Napier.

Members of the presbytery and others then welcomed the newly installed pastor into their fellowship in the ministry of the Word. The Rev. Diana Moore delivered a charge to the Pastor. The Rev. Brad Napier delivered a charge to the congregation.

At the conclusion of the service the pastor pronounced the Benediction. After the service, officers and members of the church gave to their new pastor an appropriate expression of cordial reception and affectionate regard.

Clerk: Rev. Diana Moore <s>

General Mission Board Meeting
May 12, 2020
Minutes

The meeting was held ELECTRONICALLY via ZOOM in EXECUTIVE SESSION.

The meeting was called to order with the devotional and opening prayer at 3:04 PM by Carol Baird.

Present: Carol Baird; Kaye Florence; Paul Gabinet; Allen Huff; Chris Bohn; ~~Marshall Steidle;~~
~~Greg Cartwright;~~ Robert Rainwater; Dave Light; Rodney Norris; Collin Adams; ~~Mary Dobrovole;~~
Diana Moore; Tracy Cagle; Brad Napier; and Rich Fifield.

[INFORMATION ONLY] Treasurer's Report

Committee Reports:

1. [RECOMMENDATION] Director UKirk ETSU Search Committee: That John W. Golden be employed by Holston Presbytery as the UKirk ETSU Director, effective July 1, 2020. Approved.
2. [RECOMMENDATIONS] Administration and Budget Committee:
 - a. That the UKirk Interim Director be permitted to remain in the Campus Ministry House apartment during June 2020 with no additional compensation. Approved.

- b. That the Commissioner's Overture to amend the presbytery *Manual of Administrative Operations*, dividing the current Administration and Budget Committee into two separate committees, be disapproved. Approved.

RATIONALE:

The work of the current Administration and Budget Committee is closely linked to the presbytery budgeting process. The addition of a separate finance/budgeting committee would unnecessarily complicate the presbytery financial processes.

There is already difficulty in finding persons to serve on the various presbytery committees. An additional committee would add to the difficulty.

3. [INFORMATION ONLY] Administration and Budget Committee: Corrected 2020 General Mission Budget.

Shall the Saturday, June 6, 2020 stated meeting of Holston Presbytery, hosted by Hopewell Presbyterian Church, be held?

It was moved, seconded and discussed that due to the COVID-19 pandemic, the Saturday, June 6, 2020 stated presbytery meeting was postponed to Tuesday, August 4, 2020 at Hopewell Presbyterian Church, and the September 8, 2020 stated presbytery meeting at Holston Camp was cancelled, provided that the meetings could be held in accordance with any state executive orders regarding in-person assemblies. Approved.

The next General Mission Board meeting will be held on Tuesday, July 14, 2020, 3:00 PM.

The General Mission Board will prepare a resolution recognizing the 235th anniversary of Hopewell Presbyterian Church.

The meeting was adjourned with prayer at 4:35 PM by Brad Napier.

The General Mission Board Minutes Committee approved today's minutes. (Carol Baird, Tracy Cagle, Diana Moore, Brad Napier and Rich Fifield)

Report from the Search Committee for the UKirk ETSU Director

The Search Committee for the new UKirk ETSU Director has completed its work. The committee has made an offer to Mr. John Golden to be the new Director. Mr. Golden has accepted the offer pending approval of the General Mission Board. The members of the committee were Carol Baird, Paul Helphinstine, Allen Huff, Diana Moore, Rodney Norris, and Robert Rainwater, Chair.

Effective date: July 1, 2020

Compensation: \$27,000 annually, plus employer-provided housing in the Campus Ministry House apartment.

Meet John Golden:

John Golden is originally from Longview, Texas. John was raised in the Presbyterian Church and attended St. Andrews Presbyterian Church and First Presbyterian Church Longview throughout his youth. Some of John’s fondest memories from growing up include participating in Bible Studies, serving in short-term mission trips, and going to Synod Youth Workshop at the University of Tulsa with his church youth groups. Upon graduating from high school in 2012, John attended Georgia Institute of Technology, where he studied Materials Sciences and Engineering. While there, he became active in GT Christian Campus Fellowship. John was first attracted to GTCCF due to their Compassion Ministry and would volunteer to serve on eight different service trips while a student, including three trips to Juarez building homes with the ministry Casas Por Cristo.

Though he spent three semesters working as a process engineer intern in Augusta, GA, John increasingly felt God’s call to ministry. In 2017, his last year at Georgia Tech, John applied to work as a campus ministry intern at GTCCF, where he was hired to work as an Upperclassman Intern. After a challenging year working in that ministry, John was further convicted of God’s call to ministry. He was encouraged to go to seminary in order to experience intentional spiritual formation and ministry training, so he applied to Emmanuel Christian Seminary, where he now is studying to obtain his Master of Divinity degree. In May 2018, John moved to Johnson City and began attending Grandview Christian Church, where he volunteered with the Children’s and Youth ministries as a Sunday School leader. John has worked two different jobs since living here – one as a lab technician for a construction laboratory, and one as a truck driver for a copier and printer dealership. Upon hearing of the job opening for the UKirk Director position, John jumped at the opportunity to return both to campus ministry and his Presbyterian heritage.

John likes running, biking, and playing soccer in his free time and would describe himself as a “very enthusiastic goalie.” John enjoys both cooking and eating, and he dreams about one day baking the perfect pie. When he is not reading or writing for seminary, John enjoys reading history, fantasy, and science fiction and occasionally writing poetry.

<u>General Mission Budget (Corrected)</u>	<u>2020</u>
Income	\$377,500.00
Unified Monies	\$325,000.00
Budget Balancing Options	
Unified Mission Designated Funds	\$12,000.00
40000 Fund Scholarship Interest	\$12,000.00
Interest	\$500.00
Checking Account	\$500.00
Rental Income	\$40,000.00
Expenses	\$414,060.59
Ministries within Holston Presbytery	

Committee on Preparation for Ministry	\$1,000.00
Committee on Ministry	\$1,000.00
Mission and Evangelism Committee	\$2,000.00
Discipleship Committee	\$2,000.00
Campus Ministry	\$42,146.93
Interim Ukirk Director Salary*	\$24,000.00
Campus House Director Salary	\$13,293.95
Holston Center	\$83,374.30
Holston Center Director Salary*	\$53,676.24
Holston Center Director Benefits	\$19,591.83
Administration and Budget Committee	\$212,898.38
Office	
Staff	
Executive Presbyter/Stated Clerk Salary	\$90,678.73
Executive Presbyter/Stated Clerk Benefits	\$33,551.13
Financial Manager/Treasurer Salary	\$39,805.48
Financial Manager/Treasurer Benefits	\$14,529.00
Ministries with Councils	\$248,205.32
Holston Presbytery Council	
Synod of Living Waters Unified	
Synod of Living Waters Per Capita	\$21,436.28
General Assembly Per Capita	\$48,204.70
Balance	-\$36,560.59
(*Salary does not include the value of employer-provided housing.)	

General Mission Board Meeting
July 14, 2020
Minutes

ELECTRONICALLY via ZOOM and in EXECUTIVE SESSION.

Call to Order with Devotional and Opening Prayer at 3:03 PM by Kaye Florence.

Present: ~~Carol Baird~~; Kaye Florence; Paul Gabinet; Allen Huff; Chris Bohn; Marshall Steidle; Greg Cartwright; Robert Rainwater; Dave Light; Rodney Norris; Collin Adams; ~~Mary Debrovic~~; Sherrolyn Weed; Diana Moore; Tracy Cagle; Brad Napier; Rich Fifield. Guests: Don Hart; Brian Wyatt; Gwen Hunter; Jeff Jernigan; Rebecca Nunley; Katie Sword and Jim Austin.

The moderator announced that the meeting was being held in executive session per custom of the General Mission Board whenever there is business pertaining to personnel issues.

Upon motion, second, debate and vote, the General Mission Board approved by majority vote opening the meeting to guests.

Upon motion, second and vote, the General Mission Board did not approve suspending the rules by two-thirds vote to grant guests voice at the meeting.

The meeting was briefly recessed to permit the guests to attend the meeting electronically. The meeting was resumed at 3:15 PM.

Committee Reports:

1. [RECOMMENDATIONS] Administration and Budget Committee:

- a. That the Holston Presbytery Camp Director position be eliminated effective January 15, 2021 through workforce reduction.

Following discussion, a motion was made to call the question and seconded. The motion passed.

The vote on recommendation 1a was a tie vote and was not approved.

- b. The recommendation on the 2021 proposed General Mission Budget could not be considered.

Shall the Tuesday, August 4, 2020 stated meeting of Holston Presbytery be held?

Upon motion, second, debate and vote, the August 4, 2020 stated meeting was cancelled.

Upon motion, second, debate and vote, the General Mission Board called a special meeting on September 15, 2020, 3:00 PM, via ZOOM, to discuss the December 1, 2020 presbytery meeting and any additional items arising thereof.

Upon motion, second, debate and vote, the General Mission Board authorized the Trustees to investigate and, if appropriate, apply for available funding through the Payroll Protection Program and the Small Business Administration before the August 8, 2020 deadline.

The meeting was adjourned at 4:56 PM with prayer by Kaye Florence.

The General Mission Board Minutes Committee approved today's minutes. (Carol Baird, Tracy Cagle, Diana Moore, Brad Napier and Rich Fifield)

General Mission Board Called Meeting
September 15, 2020 – 3:00 PM
Minutes

ELECTRONICALLY via ZOOM.

The purpose of the called (special) meeting is limited to the call "to discuss the December 1, 2020 presbytery meeting and any additional items arising thereof." (See General Mission Board Minutes of July 14, 2020)

Call to Order and Opening Prayer at 3:06 PM by Carol Baird.

Present: Carol Baird; Kaye Florence; Paul Gabinet; Allen Huff; Chris Bohn; Marshall Steinle; Greg Cartwright; Robert Rainwater; Dave Light; Rodney Norris; Collin Adams; Mary Dobrowole; Sherrolyn Weed; Diana Moore; Tracy Cagle; Brad Napier; Jim Austin; John Golden; Kim Fifield; and Rich Fifield.

How shall the Tuesday, December 1, 2020 stated meeting of Holston Presbytery be held?

It was moved, seconded and discussed that the General Mission Board decided to hold the Tuesday, December 1, 2020 stated meeting via ZOOM. Collin Adams, Diana Moore, Rich Fifield and others will prepare for the ZOOM presbytery meeting and report the details to the next stated General Mission Board meeting.

It was moved, seconded and discussed that the review of session minutes be done by physically gathering in three clusters throughout the presbytery, with clerks of sessions performing a peer-review of minutes.

Adjournment with Prayer at 3:33 PM by Kaye Florence.

The General Mission Board Minutes Committee approved today's minutes. (Carol Baird, Tracy Cagle, Diana Moore, Brad Napier and Rich Fifield)

General Mission Board Meeting
November 10, 2020
Minutes

ELECTRONICALLY via ZOOM at 3:00 PM.

Call to Order and Opening Prayer at 3:06 PM by Carol Baird.

Present: Carol Baird; Kaye Florence; Paul Gabinet; Allen Huff; Chris Bohn; ~~Marshall Steink~~; Greg Cartwright; Robert Rainwater; Dave Light; Dave Welch; Collin Adams; Sherrolyn Weed; Diana Moore; Tracy Cagle; Brad Napier; Jim Austin; John Golden; Kim Fifield and Rich Fifield.

Reports/Recommendations to the General Mission Board:

Brief reports were given by the Executive Presbyter/Stated Clerk, the Treasurer, the presbytery Moderator and the presbytery Vice-Moderator.

Committee Reports:

Administration and Budget Committee

1. The 2019 Financial Review Taskforce Report was completed. The 2019 Financial Review Taskforce (Jill Sauceman, Jonesborough Church; Pam Pope, Jonesborough Church; Larry Smith, New Bethel Church) met on October 13, 2020 at Colonial Heights Presbyterian Church, Kingsport, TN, and reviewed the 2019 financial records of Holston Presbytery, Inc., and Presbyterian Campus Ministry, as required by the Book of Order, G-3.0113:

A full financial review of all financial books and records shall be conducted every year by a public accountant or committee of members versed in accounting procedures. Reviewers should not be related to the treasurer(s). Terminology in this section is meant to provide general guidance and is not intended to require or not require specific audit procedures or practices as understood within the professional accounting community.

The review analyzed the 2019 financial data, which included monthly bank statements, monthly bank reconciliation reports, payment vouchers, contributor

statements, payroll reports, deposits, disbursements, current financial policies and financial procedures.

The analysis did not discover any material modifications that should be made to improve the accuracy of the 2019 financial statements of Holston Presbytery, Inc. and Presbyterian Campus Ministry.

[Upon motion, second, debate and vote, the General Mission Board ENTERED EXECUTIVE SESSION to discuss personnel issues.]

2. RECOMMENDATION TO THE GENERAL MISSION BOARD: That the presbytery staff review summary report and the Executive Presbyter/Stated Clerk Self-Evaluation be approved. APPROVED.
3. RECOMMENDATION TO THE GENERAL MISSION BOARD: That the proposed 2021 General Mission Budget be approved, including re-designating the (#10530) Indian Ridge Mortgage final payment of \$80,500 to the 2021 General Mission Budget, if needed. And that the proposed 2022 General Mission Budget include a reduction in the Executive Presbyter/Stated Clerk and the Camp Director positions from full-time to three-fourths time, with no employer-provided benefits, in order to balance the budget.

Upon motion to divide the question, and seconded, the motion was approved.

- a. That the proposed 2021 General Mission Budget be approved, including re-designating the (#10530) Indian Ridge Mortgage final payment of \$80,500 to the 2021 General Mission Budget, if needed. APPROVED.
- b. That the proposed 2022 General Mission Budget include the consideration of the reduction in the Executive Presbyter/Stated Clerk and the Camp Director positions from full-time to three-fourths time, with no employer-provided benefits, in order to balance the budget. APPROVED.

This space left intentionally blank.

<u>General Mission Budget</u>	<u>2020</u>	<u>2021</u>
Income	\$377,500.00	\$413,000.00
Unified Monies	\$325,000.00	\$280,000.00
Budget Balancing Options		\$80,500.00
Unified Mission Designated Funds	\$12,000.00	\$12,000.00
40000 Fund Scholarship Interest	\$12,000.00	\$12,000.00
Interest	\$500.00	\$500.00
Checking Account	\$500.00	\$500.00
Rental Income	\$40,000.00	\$40,000.00
Expenses	\$414,060.59	\$406,979.16
Ministries within Holston Presbytery		
Committee on Preparation for Ministry	\$1,000.00	\$1,000.00
Committee on Ministry	\$1,000.00	\$1,000.00
Mission and Evangelism Committee	\$2,000.00	\$2,000.00
Discipleship Committee	\$2,000.00	\$2,000.00
Campus Ministry	\$42,146.93	\$35,065.50
Ukirk Director Salary*	\$24,000.00	\$27,000.00
Holston Center	\$83,374.30	\$83,374.30
Holston Center Director Salary*	\$53,676.24	\$53,676.24
Holston Center Director Benefits	\$19,591.83	\$19,591.83
Administration and Budget Committee	\$212,898.38	\$212,898.38
Office		
Staff		
Executive Presbyter/Stated Clerk Salary	\$90,678.73	\$90,678.73
Executive Presbyter/Stated Clerk Benefits	\$33,551.13	\$33,551.13
Financial Manager/Treasurer Salary	\$39,805.48	\$39,805.48
Financial Manager/Treasurer Benefits	\$14,529.00	\$14,529.00
Ministries with Councils	\$69,640.98	\$69,640.98
Holston Presbytery Council		
Synod of Living Waters Unified		
Synod of Living Waters Per Capita	\$21,436.28	\$ 21,436.28
General Assembly Per Capita	\$48,204.70	\$ 48,204.70
Balance	-\$36,560.59	\$6,020.84

(*does not include the value of employer-provided housing)

- RECOMMENDATION TO THE GENERAL MISSION BOARD: That the proposed amendments to the 2021 Holston Presbytery Personnel Policies and Procedures adding optional part-time presbytery staff benefits of disability and pension, including the deletion of the Campus Ministry House Director job description and the addition of the UKirk ETSU Director job description be approved. APPROVED.

[Upon motion, second, debate and vote, the General Mission Board EXITED EXECUTIVE SESSION]

- RECOMMENDATION TO THE GENERAL MISSION BOARD: That the 2020 Operation Agreement between Holston Camp and Holston Presbytery be renewed for 2021 with no changes, including the Upper Meadows Discount Policy. (See attached.)
There was a motion to postpone the recommendation, and seconded, the motion was not approved.

The motion that the 2020 Operation Agreement between Holston Camp and Holston Presbytery be renewed for 2021 with no changes, including the Upper Meadows Discount Policy was APPROVED.

Other Business:

Discussion of the letter of concerns addressed to the General Mission Board and draft response written by the at-large members (upon referral of the General Mission Board moderator and the presbytery moderator).

Report on the Letter of Concerns to the General Mission Board
Referred to the General Mission Board At-Large Members for a Draft Response

Timeline

July 14, 2020 – General Mission Board Stated Meeting

July 21, 2020 – Letter of Concerns to General Mission Board

August 17, 2020 – Appointment of At-Large Members (Ruling Elder Tracy Cagle (Strawberry Plains Church), the Rev. Brad Napier, and the Rev. Diana Moore) to draft response as referred by the presbytery moderator and the General Mission Board moderator.

September 9, 2020 – Zoom Meeting for At-Large Members

September 15, 2020 – General Mission Board Called Meeting (The purpose of the called (special) meeting is limited to the call “to discuss the December 1, 2020 presbytery meeting and any additional items arising thereof.” (See General Mission Board Minutes of July 14, 2020)

September and October – Work by the At-Large Members to review letter, discern response and draft recommendations to General Mission Board

October 9 and 14, 2020 – At-Large Members’ First Thoughts on Response

October 22 and 27, 2020 – At-Large Members’ Additional thoughts on Response

November 2, 2020 – Proposed Recommendations

November 10, 2020 – Report to the General Mission Board Stated Meeting

RECOMMENDATIONS

1. That all Holston Presbytery Minutes, Manuals and Policies be made available in pdf format on the Holston Presbytery website. APPROVED.
2. That no further action be taken regarding the implementation of an Electronic Meeting Policy because a 2020 Electronic Meeting Policy was adopted by the General Mission Board on November 12, 2019 and reported at the December 3, 2019 stated presbytery meeting, beginning on p. 3790. A reminder of the 2020 Electronic Meeting Policy was reported at the March 7, 2020 stated presbytery meeting, p. 3854. APPROVED.

3. That when Holston Presbytery meets in-person, the first presbytery meeting small group topic be related to the pandemic. How we coped/what we learned/what we are doing now, what it means to be the church, etc.
APPROVED.
4. That the presbytery moderator appoint a Mission Priority Taskforce. The Task Force's work shall focus on how the Presbytery can help the mission of individual congregations. (See *Book of Order* G-1.0101 - The Mission of the Congregation and G-3.0101 - Councils as an Expression of Unity of the Church.) Part of the Task Force's work would include guided small group discussion at presbytery meetings but would also include other formats of discussion and information gathering. The task force would spend time in discernment—considering all that it heard and considering the mission priorities of a presbytery (*Book of Order* G-3.03) – before formulating a final report. It is anticipated that the Task Force would have a goal of reporting back to the presbytery by December 2021.
APPROVED.

[The last Task Force on Mission Priorities presented its report at the September 14, 2010 stated presbytery meeting, beginning on p. 2181. In addition, at the September 6, 2016 stated presbytery meeting a special Holston Camp Task Force presented its report to the presbytery, beginning on p. 3184.]

5. "Mission determines the forms and structures needed for the church to do its work." (*Book of Order* G-3.0106.) Once mission priorities are established, another Task Force shall be appointed by the presbytery moderator to focus on those mission priorities in revising the Holston Presbytery *Manual of Administrative Operations*. This revision may recommend a different staffing structure for the presbytery, and a different committee structure, and different duties for those committees. The revision will evaluate the budgeting process of the presbytery and include recommendations on how the offices of the presbytery stated clerk and the presbytery treasurers are filled, and the terms of such offices. APPROVED.

[The last full revision of the Holston Presbytery *Manual of Administrative Operations* was approved by the presbytery on June 2, 2012 by a special Task Force, p. 2472 and p. 2502. (The full revision was, in part, necessitated by the complete revision to the Book of Order, Form of Government.) The presbytery *Manual of Administrative Operations* is reviewed annually by the presbytery committees and the General Mission Board. Currently, the General Mission Board recommends any changes to the Manual of Administrative Operations to the presbytery.]

6. That the Proposed Holston Presbytery Open Meeting Policy be adopted.
APPROVED.

Holston Presbytery Open Meeting Policy

The polity of the Presbyterian Church (USA) presupposes the fellowship of women, men, and children united in covenant relationship with one another and with God through Jesus Christ. The organization rests on the fellowship and is not designed to work without trust and love. (*Book of Order*, G-1.0102).

The Presbyterian Church (USA) affirms that the work of the church is strengthened when it is done in a spirit of openness and trust. Church members have a basic right to know about the work done and the decisions made by entities within the church. Church leaders have a basic responsibility to honor that right by conducting their business with a spirit of openness and vulnerability to public scrutiny.

The Presbyterian Church (USA) also affirms the right of privacy and, in some cases confidentiality, when considering sensitive issues related to individuals, property, mediating conflict, civil and criminal litigation, accusations and other disciplinary matters.

Ordinarily, all meetings of Holston Presbytery, including its commissions, committees and task forces, shall be open to:

- Members with voice and vote, and
- Invited guests, who may have voice at the moderator's discretion, but without vote, and
- Observers without voice or vote.

Any meeting of Holston Presbytery, including its commissions, committees and task forces, may enter executive session (with members and invited guests only) after careful consideration and upon majority vote. The reason(s) for entering executive session shall be recorded in the minutes. Action(s) taken while in executive session, as distinct from that which was said in debate, may be disclosed to the extent necessary to carry the action(s) out.

Actions Referred to the General Mission Board by Presbytery – none.

The proposed ZOOM format and Agenda for the December 1, 2020 Stated Meeting of Holston Presbytery was discussed.

Future Dates for the General Mission Board and Presbytery meetings in 2020 and 2021:

General Mission Board

Presbytery

February 16, 2021
May 11, 2021
August 17, 2021
November 9, 2021

December 1, 2020 (Tue) – Blountville Church

March 6, 2021 (Sat) – FPC, Jefferson City
June 5, 2021 (Sat) – Hopewell Church, Dandridge
September 7, 2021 (Tue) – FPC, Morristown*
December 7, 2021 (Tue) – FPC, Johnson City
(*pending confirmation)

Sharing of Concerns and Prayers

Adjournment at 5:21 PM with prayer by Greg Cartwright.

The General Mission Board Minutes Committee approved today's minutes. (Carol Baird, Tracy Cagle, Diana Moore, Brad Napier and Rich Fifield)

OPERATION AGREEMENT

THIS AGREEMENT AND CONTRACT entered into by and between **Holston Presbytery, Inc.**, a non-profit corporation organized and existing under the laws of the State of Tennessee, hereinafter referred to as "the Presbytery", and **Holston Presbytery Camp and Retreat Center, Inc.**, a non-profit corporation organized and existing under the laws of the State of North Carolina, hereinafter referred to as "the Camp";

WHEREAS, the Camp is the fee simple title holder of a tract of real property situated in Avery County, North Carolina designated as _____ and is hereinafter referred to as "Upper Meadows", and

WHEREAS, pursuant to § G-4.0201 of the Book of Order for the Presbyterian Church (U.S.A.), "The property of the Presbyterian Church (U.S.A.), of its councils and entities, and of its congregations, is a tool for the accomplishment of the mission of Jesus Christ in the world," and

WHEREAS, pursuant to § G-4.0203 of the Book of Order for the Presbyterian Church (U.S.A.), "All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)," and

WHEREAS, the Camp acknowledges that Upper Meadows is held in trust for the Presbyterian Church (U.S.A.), and

WHEREAS, the Presbytery has invested a sum of money to purchase and assemble a dwelling on the Upper Meadows, hereinafter referred to as "the Cabin", for the purpose of generating rental income that will inure to the mutual benefit of the Presbytery and the Camp in a manner consistent with their non-profit status, and in a manner consistent with the mission of both the Presbytery and the Camp;

NOW, THEREFORE, WITNESSETH, that for and in consideration of the mutual agreements, covenants, and other undertakings hereinabove and hereinafter set forth, the parties do hereby agree as follows:

1. The Camp shall collect, when due, all rents, charges and other amounts receivable in connection with the management and operation of the Cabin, and to render a monthly accounting of rents received and expenses incurred. Such receipts shall not be commingled with other funds and shall be deposited and held in a designated Operating Account. On or before the end of each month, the Presbytery will disburse 12% of the gross rental income

to the Camp, and the remaining 88% will be retained by the Presbytery.

2. The Camp will set rents that, in the opinion of the Director and after consultation with the Camp Committee/Board, reflect the market conditions of that time and approximate rents of comparable rental properties.

3. The Presbytery agrees to maintain and repair the Cabin, and to hire and supervise all employees and other needed labor. .

4. The Presbytery shall make arrangements for water, electricity, gas, fuel, oil, sewage, and trash disposal, vermin extermination, laundry services, telephone services, and other necessary services in connection with the Cabin.

5. The Camp will advertise and promote the Cabin, including devising any additional programming at the Camp that will support and promote the rental of the Cabin.

6. The Presbytery will add the Cabin to its current general liability and property insurance policy.

7. The Presbytery shall maintain a separate Operating Expense Accounting. An Operating Expense shall include, but not be limited to, any expense incurred by the Presbytery in its operation, management, maintenance, and advertisement of the Cabin.

8. This agreement shall be effective as of the 1st day of January 2021, and shall expire on the 31st day of December 2021. Upon the expiration of the above initial term and each term thereafter, this Agreement shall automatically be renewed and extended for one-year increments beginning on January 1st each year, and expiring on December 31st, unless terminated by either party upon 30 days written notice, to be delivered by certified mail, prior to the expiration of the current term. The Operating Agreement may also be terminated by mutual agreement of the parties at any time.

9. The Camp and the Presbytery agree to mutually review the terms of this Operating Agreement by November 30th each year it is in effect. Any alterations to the terms of this Operating Agreement must be made by mutual consent and must be in writing.

10. All notices provided for in this Operating Agreement shall be given in writing and sent certified mail to the following:

For the Camp:
Jim Austin, Director
6993 Hickory Nut Gap Road
Banner Elk, North Carolina 28604

For the Presbytery:
Rich Fifield, Executive Presbyter
P.O. Box 3647
Kingsport, Tennessee 37664

11. This Operating Agreement constitutes the entire agreement between the Camp and the Presbytery. The agreement is severable, so that the invalidity of any one clause, part, or portion of the agreement shall not affect the validity of the remaining portions of

the agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the _____ day of _____, 2020.

THE CAMP:

Collin Adams
President, Board of Directors
Holston Presbytery Camp
Inc. and Retreat Center, Inc.

THE PRESBYTERY:

Rich Fifield
Executive Presbyter/Stated Clerk
Holston Presbytery,

Discipleship Committee – No report.

UKirk Campus Ministry Report

INFORMATION:

UKirk ETSU had to adapt to the COVID-19 pandemic and ETSU’s response to it. Somewhere between 80-90% of classes moved to online formats. ETSU mandated that gatherings be kept to fewer than 15 people when they are indoors and for masks to be worn at all times while on campus, with the exception of when eating meals. Almost all in-person social gatherings on campus have been canceled.

Attendance has declined some this year, which was to be expected with many student leaders graduating and the pandemic limiting on-campus outreach opportunities. Other campus ministries have faced this problem too. Outreach efforts have been a challenge but has had some success. When the weather has co-operated, UKirk has been going on campus and meeting students outside for lunches on Tuesdays. This has been both a good way to meet regularly with students that are a part of UKirk as well as occasionally meeting new students at the picnic benches. Additionally, the weather was pleasant enough in October for tabling opportunities to generate student awareness of UKirk as well as hand out Halloween candy. At the beginning of the semester, in order to engage in some virtual/on-Campus outreach, UKirk consistently attended events hosted by Slocomb Art Center. However, there is still a need to find consistent ways to invite more people to UKirk.

UKirk has regularly hosted events at the Campus House outside of its Monday UWorship event. At the beginning of the semester, the worship conversation centered on race relations and Christianity, with Austin Channing Brown’s book *I’m Still Here* guiding the discussion. Beginning in October, UKirk shifted topics and attempted to answer the rhetorical question posed by Howard Thurman in *Jesus and the Disinherited*: “What good is Christianity when your back is against the wall?” Several guests were invited to help lead that discussion in order to help give clarity in the midst of the stress of the election, racial tensions, and the

pandemic. Beginning in November, worship has shifted to a hybrid format due to several students being unable to join in-person but still maintaining interest in participating in the worship experience. Open Space, the LGBTQ+ Spirituality small group, has been meeting regularly and has continued to be one of the unique ways in which UKirk contributes to the spiritual health of ETSU's student body. Beginning the last week of September, UKirk has been baking bread for students on Friday as a way to welcome them into our space as well as provide them breakfast or a snack for the weekend. This has consistently generated a positive response from students that are both already a part of the UKirk community and are followers of ours on social media platforms. In another attempt to continue building the UKirk community, the director has organized an eclectic mix of events on Thursday evenings. However, student interest in these events are minimal, and this will probably be dropped heading into the spring semester. Lastly, the Episcopalian Ministry, Emmaus House, has begun meeting in our space on Wednesday evenings while they look to transition out of their old building. While PFLAG still has some of their belongings at UKirk's Campus House, they have not gathered for the duration of the pandemic.

Looking to the Spring Semester, UKirk plans to expand small group gatherings in an attempt to generate more student comradery and relationships. This aspect of campus ministry has been noticeably absent with COVID making in-person events and hangouts more problematic in the past. The plan is to continue Open Space while also forming a bible study group, an anti-racism small group, and a "healthy habits" small group. The anti-racism small group will be a book discussion group continuing some of the conversations generated at the beginning of the semester, while the healthy habits small group will be a mix between running, yoga, and joining various pick-up sports events that sometimes happen organically on campus.

UKirk has also began discussing having a retreat at the Holston Presbytery Retreat Center from April 9-11, perhaps jointly with some students at Milligan and the Emmaus House.

Committee on Preparation for Ministry Report

INFORMATION:

1. The CPM conducted an annual consultation with Candidate Emily Morrell (Timber Ridge Presbyterian Church) on April 21, 2020.
2. The CPM enrolled Jim Austin (First Presbyterian Church, Elizabethton) as an Inquirer on September 14, 2020.

Administration and Budget Committee Report

INFORMATION:

1. Thank you for your generous financial commitment to the General Mission Budget which serves local congregations and their ministries, church leaders, and the wider church! The ministry of Holston Presbytery is funded by the voluntary contributions

of its congregations.

2. A reminder to all congregations and church treasurers: a statement detailing your congregation's designated and undesignated financial gifts to Holston Presbytery are sent each quarter. Your review of the quarterly statement is an important internal financial control of the presbytery's finances. Please immediately report any discrepancies to the presbytery office or to the Administration and Budget Committee moderator.
3. A reminder to all presbytery committees: all presbytery expenses must be paid by voucher (with supporting documentation) upon approval of the presbytery committee moderator and subsequent review of the Administration and Budget Committee moderator.
4. Things to know about the General Assembly and the Synod of Living Waters per capita:
 - a. The 2020 General Assembly per capita is \$8.95 per church member, as recorded on your annual statistical report. (Read more about it here: <http://oga.pcusa.org/section/departments/per-capita/>)
 - b. The 2020 Synod of Living Waters per capita is \$3.98 per church member, as recorded on your annual statistical report.
 - c. The combined General Assembly and Synod of Living Waters per capita is \$12.93 per church member. Holston Presbytery is required by the *Book of Order* to give the full per capita to the General Assembly and the Synod of Living Waters— *even when congregations withhold their giving to the presbytery.*
 - d. In 2019, Holston Presbytery will give approximately \$70,000 in combined per capita (based on the total reported 2018 church membership of 5,386)—which is 30% of all anticipated congregational contributions in 2020!

Mission and Evangelism Committee Report

INFORMATION:

1. The committee approved the Virginia Williams Small Church Grant application of \$2,000 for Hopewell Presbyterian Church for the re-sealing of their parking lot.
2. A reminder that your congregation's participation in the 5¢-a-meal offering provides needed funds to help your congregation's hunger relief ministry. Thank you!
3. The attached chart shows the 5¢-a-meal hunger relief grant applications that have been received.

RECOMMENDATIONS:

4. That the 5¢-a-meal hunger relief grant requests be paid based on a percentage of 5¢-a-meal offerings received (Total 5¢-a-meal Offerings Received / Total 5¢-a-meal Grant Requests). APPROVED

Local Hunger Relief			
Church	Project Name	Program Use	Requested Amount
			\$74,000.00
Blountville	Blountville Are Ministerial Association Food Bank	This ministry provides food for the needy people in the Blountville area. The Food Bank is located in the First Baptist Church building and is open each Monday afternoon. Six local churches in the BAMA and it is a struggle to provide enough food for people in need.	\$2,000.00
Cedar Creek	Viking Mt. Water Project	Funds will be used to purchase 2 new UV Light water systems and extra bulbs, filters and spare O rings for the filter housing.	\$2,000.00
Chuckey	Food for Body and Soul	This is a ministry within the church. Funds will be used to provide a nutritionally balanced Sunday Box Lunch to member of the church or community who may be food insecure. This helps fill a void left since Second Harvest no longer serves this area due to COVID. We also give Devotional and Bible Study guides with each box.	\$2,000.00
Covenant	Good Samaritan Ministries-Melting Pot	We provide meals for homeless and food insecure families. Covenant provides a hot meal for these individuals once a month. Money from this grant would be used by Covenant to help purchase the ingredients for this monthly meal.	\$2,000.00
Erwin	Summer Food Program	Funds will support the food needs of Unicoi County students in the summer months.	\$2,000.00
First Bristol	Abuse Alternatives, Inc.	This ministry provides all necessary groceries for three meals a day for those who are given temporary emergency shelter in times of crisis.	\$2,000.00
First Bristol	Bristol Emergency Food Pantry	BEFP is the coordinating agency for Bristol's response to hunger relief for our most low-income, vulnerable families. This pantry provides food to more than 15,000 clients each year that are referred by local agencies, schools, and churches.	\$2,000.00
First Bristol	Fairmount Elementary School	More than 80% of students a Fairmount receive a free/reduced lunches. The school keeps a food pantry with non-perishable items which are boxed and distributed to students' families when school is not in session. With these funds, the school will provide boxes to 10 families 4 times a year. Often this distribution is the only food these families receive when the school is not in session. The students also have access to food during snack times.	\$2,000.00
First Bristol	Haven of Rest Rescue Mission	Haven of Rest is a homeless shelter, a rehab program, and a shelter for women and children. All three programs provide three meals a day seven days a week. Food boxes for the poor are also provided.	\$2,000.00

First Elizabethton	Hunger Relief/Assistance & Resource Ministry (ARM)	The funds from 5 Cents a Meal Hunger Grant will be used to support the hunger ministry of ARM. ARM is a food pantry which supplies one grocery cart full of meat, bread, fresh produce, canned goods, and other necessities to people in need once per month. ARM, on average, serves between 700-900 families monthly including homeless individuals. They also provide emergency boxes for those in desperate need of assistance. These funds would be used to buy food to include in the boxes for these individuals.	\$2,000.00
First Elizabethton	Food for the Multitude	FFTM has provided a hot take-out lunch each Saturday to those in need in Carter Co since 1985. Currently, there are 7 area churches serving meals on a rotating basis, averaging 150 meals/week. The funds will be used to supplement the purchase of food and other necessary supplies.	\$2,000.00
First Elizabethton	The Shepherds's Inn-Safe House/Emergency Shelter	This ministry is the county's only safe house/emergency shelter for women and their children coming from domestic violence settings or otherwise temporary homelessness. This grant would apply to the food purchases of the shelter.	\$2,000.00
First Greeneville	Tabernacle Mission Soup Kitchen	The Soup Kitchen regularly serves over 150 meals each week to folks either at the Soup Kitchen or meals delivered to those home bound or unable to get to the Kitchen to share a meal. These funds will underwrite the ongoing expenses of the operation with the purchase of food and supplies for the meals that are served.	\$2,000.00
First Greeneville	Rural Resources/Neighborhood Canning Project	Rural Resources outreach has evolved over the years as we have worked with our neighbors living in public housing. This grant will help us purchase fresh fruits and vegetables-from local growers-for them to can and preserve for times when food is scarce.	\$2,000.00
First Jefferson City	Fourth Judicial District Drug Recovery Court's Transitional House	This grant is a very important source of funding for assisting the women that are in the recovery program. They provide a healthy diet then most get. The women have been living on the streets using drugs and are homeless when they come into the program/house. We buy fresh vegetables, fruits and calcium fortified foods that are essential for healing. We also purchase water that will be used for baby formula.	\$2,000.00
First Jefferson City	Boys & Girls Clubs of Dumplin Valley	Each day, BGCDV serves a USDA approved breakfast, lunch, and snack to club members at a cost of \$2.80 per meal which include protein, vegetable or fruit grain, and dairy. Because of COVID traditional vendors are not available, meaning that the organization has to source vendors for food at a higher cost. Funds are needed to help pay the additional costs of meals that will be served.	\$2,000.00
First Johnson City	The River	The River serves women and children in need in our community. Many of our guests live at or below the poverty threshold level and several are homeless. We provide a healthy snack, coffee, bottled water and tea to guest each day. In addition, we provide snacks in our River Art Bags for kids ages 3-10 and on diaper days. These funds will help to cover the costs of these items.	\$2,000.00

First Morristown	Senior Citizens Center, Inc./Vital Visits	Vital Visits (Home Delivered Meals) serves those who are 60 and older as well as the disabled who are younger than 60 years old. They are homebound and have limitations which hinder them preparing their meals. We provide a hot home delivered meal Monday-Friday.	\$2,000.00
First Morristown	Morristown Hamblen Central Services, Inc	The Central Services food pantry provides food to families in need across Hamblen County throughout the year. The funding through this grant would allow us to continue providing food to families in need and fight hunger across our community.	\$2,000.00
First Morristown	ALPS Adult Day Services	ALPS is an adult day care offering breakfast, lunch and snacks Monday-Friday to our participants. This grant helps in the purchasing of food that is provided.	\$2,000.00
First Morristown	MATS Self-Sufficiency Program for Homeless	MATS serves between 350-425 people per year on average. The funds from this grant help MATS feed these clients. We serve 10 counties in providing food, shelter, clothing, counseling, budget coaching and job readiness training.	\$2,000.00
First Morristown	TN Food on Foot Foundation	Our Ministry feeds hungry children with weekly food bags to area school children on the weekend. We currently feed 500 to school children in the Lakeway Area.	\$2,000.00
Hopewell	Dandridge Ministerial Emergency Food Pantry	This ministry serves families and individuals in need in Southern Jefferson County. Each month, an average of 150 families or 550 individuals are provided a 3-4 day supply of food depending on the family size. The food supply is dependent on donations from churches, individuals and businesses.	\$2,000.00
Hopewell	Teen Challenge/Knoxville	This organization offers a long-term rehabilitation service for young struggling women. They provide a daily living facility for the young women and provide proper nourishment for their bodies. They also have regular chapel sessions during the recovery to help the clients heal spiritually during the recovery of treatment.	\$2,000.00
Hopewell	Living Waters for the World	This agency is a partnership that brings clean safe drinking water to God's people in at risk communities by installing water purifications systems.	\$2,000.00
Hopewell	Sunset Gap	This agency is a Christian based organization uniting people of all faiths to assist the less fortunate families in Cocke & Sevier Counties. They have served the people of Appalachia since 1899. They assist children and adults who are serving as mission leaders to aid poverty-stricken folks. Meals are prepared and delivered to the families. Sandwiches are prepared for the mission groups at work sites. Sunset Gap offers a food pantry so that children will be well nourished. They also have a thrift store so residents can afford to fulfil family needs.	\$2,000.00
Hopewell	Safe Space	Safe Space is a secure, safe and confidentially located shelter. The provisions are comprehensive and specially designed to anticipate the needs of victims of domestic violence for both adults and children.	\$2,000.00
Hopewell	Kingswood Home for Children	Kingswood is a private residential home for 35-39 co-ed students ages 5-11. These children have been either abandoned, abused, neglected or displaced. Kingswood provides shelter, nourishing meals, safety and the	\$2,000.00

		opportunity for the children to hear the gospel and be covered in prayer.	
Preston Hills	Hunger First	Funds to be used by local shelter for food, clothes, and need for Kingsport Homeless.	\$2,000.00
Rock Creek	Summer Food Program (SFP)	Rock Creek has joined with two other churches who began this ministry in Erwin a few years ago. The program provides food boxes for families with children during the weeks children are on summer break from school. Families are selected by public school administrators as qualified. Each family receives a food box with appropriate amount for family size every two weeks. Rock Creek specifically provides food boxes for the families of Rock Creek Elementary students.	\$2,000.00
Rock Creek	Care & Share	The Ministerial Association of Unicoi County runs the organization with board members elected from the local churches. Churches and charitable-minded Unicoi County residents donate food. When food supplies run low Care & Share has to purchase food. This amount will help replenish their pantries.	\$2,000.00
Rogersville	Of One Accord Ministry's Community Nutrition Programs	Funds will be used to obtain nutritious food items for Of One Accord Ministry's food programs in Hawkins County which include 2 food pantries which provide emergency/supplemental food for low-income households/individual, Neighborly Meals Program which provides daily home-cooked meals for elderly & disables persons & the Lunch Box Program that provides daily lunches for school-aged children & teens during the summer.	\$2,000.00
Watauga Ave	West Main Street Christian Loaves & Fishes/ Masters Table	Loaves & Fishes is an ongoing project to feed needy individuals and families every Saturday. Individuals also receive a carry out bag lunch. The Master's Table provides a worship service w/a hot meal each Sunday evening.	\$2,000.00
Watauga Ave	Family Promise of Greater Johnson City	Family Promise helps homeless and low-income families achieve sustainable independence. This network consists of over 50 congregations which assist by providing food, overnight shelter and compassionate assistance to the homeless families.	\$2,000.00
Watauga Ave	First TNN Human Resource Agency/Meals on Wheels	The agency provides an average of 500 homebound meals per week. All who receive the home delivered meals are assessed by the Aging and Resource Connection which is a program of the Area Agency on Aging. The grant will be used to help provide healthy and nutritious meals.	\$2,000.00
Watauga Ave	Appalachia Service Project-Cup of Cold Water	This ministry inspires hope and service through volunteer home repairs in Central Appalachia. It was established to provide wells and indoor plumbing to families in need. The project includes installing safe electrical pumps to bring well water into the home and provides safe upgrades to basic plumbing for families in need.	\$2,000.00
Waverly Road	WRPC Food Pantry	The funds help provide a standard bag of non-perishable groceries supplemented with additional food based on family size and availability distributed once per month to clients at their request.	\$2,000.00

International			
Church	Project Name	Program Use	Requested Amount
			\$8,000.00
First Bristol	Bethel School/Independent Presbyterian Church in Brazil (IPIB, Felipe Camarao, Natal, RN Brazil	Funds will allow continuation of morning and midday meals for the 140 pre-K thru 2nd graders who attend either morning or afternoon class sessions. Food scarcity is a tremendous problem in this community of 90,000 known for its poverty and violence.	\$2,000.00
First Bristol	Elderly Ministers, Western Wollegg Bethel Synod Dembi Dollo, Ethiopia	Some retired pastors receive too little pension o live on. The Synod will provide extra income or grain through this grant.	\$2,000.00
First Elizabethton	Boroko Primary School, Kenya	These funds will be used to purchase beans and maize for lunches at the primary school in Boroko, a remote rural village in Kenya. Food insecurity is an issue for the region due to many factors.	\$2,000.00
First Jefferson City	Crossworld Missions/ODRINO	With the drought, schools, churches and county locked down because of COVID it is hard to see how people manage. The funds will be used to install hand pumps on wells do that they go deeper for water. Funds will also be used to help feed children at Locomo.	\$2,000.00

This space left intentionally blank.



6993 Hickory Nut Gap Road PO Box 428
Banner Elk, NC 28604
(844) 465-7866 www.HolstonCenter.org

NOTES ON HPCRC FINANCIAL REPORT

Balance Sheet:

- 1) HPCRC reports \$124,808 YTD in its bank account. \$28,000 of that total is from grants. Without the grants, our cash position is \$96,808. Grant money is booked as income but as a liability; meaning that HPCRC has received the funds into its bank account but those funds are owed for a specific purpose.
- 2) The PPP loan of \$30,507 and the COVID relief of \$5,000 are still on our books but will be forgiven.
- 3) The 3 grants we have received are listed near the bottom above Total Liabilities.

Profit and Loss:

- 1) As was expected HPCRC's service revenue (retreats) was very small and donations again played a vital role in maintaining a positive balance.
- 2) HPCRC's food costs appear low due to the US Foods invoice not being paid until November.
- 3) Web Services is the money allocated for 50% of the website redesign.
- 4) Repairs and Maintenance was high but all of this was for the Grigsby Hall repair and renovation.
- 5) HPCRC posted a loss of \$8,357 for the month of October. Most of this loss could be attributed to the work at Grigsby Hall and the website as those two expenses were \$8,312.

YTD Comparison:

- 1) HPCRC's service revenue is only 40.5% of what it was in 2019 due to COVID causing most retreats to cancel.
- 2) Donations are up 53% compared to 2019 (88% up if you do not count the \$12,500 from Holston Presbytery). Donations did slow in October but will hopefully pick back up with Giving Tuesday and other fundraising initiatives.
- 3) Most expenses are down (some significantly) with Repairs and Maintenance being a noted exception. \$15,821 of the \$23,577 in 2020 can be attributed to 3 repairs. The work done thus far on Grigsby Hall, the carpet in the Dorm after the flood from the busted water heater, and the well repair.
- 4) Comparing 2020 Net Income to 2019, HPCRC is now down a little over \$5,000 when adjusting for the \$75,000 expensed to Directors Compensation in 2019. This is a significant change from the month of September when we were up about \$15,500. However October 2019 was very good for retreats with nearly \$34,000 compared to \$7,000 in 2020 and the \$8,000 spent on website and Grigsby improvements in 2020.

Minutes of Holston Presbytery Camp and Retreat Center Board of Directors

Oct. 17, 2020

The meeting was held at Holston Presbytery Camp and Retreat Center. The meeting was opened with prayer at 10:00am.

All Board members were present: Collin Adams, Dan Donaldson, Rebecca Nunley, Brian Wyatt, Will Phillips, Katie Sword, Gwen Hunter, Don Hart.

Presbyters not on the Board present: Susan Lodal, Peter Lodal.

Staff members present: Jim Austin, Director; Mitchell Cline, Treasurer; Crosby Palmer, Program Director

By common consent, all present were given voice.

Approval of Minutes: Collin Adams moved approval of the minutes from the September 9, 2020 meeting. Seconded and approved.

Tour of Property: Jim Austin gave everyone a tour of Camp property with specific attention to areas which had recently been improved and pointing out areas which need repair or improvement.

Finance: Mitchell Cline gave a finance report and presented the 2021 Budget. HPCRC has been significantly negatively impacted by the continuing COVID-19 pandemic as almost all events have cancelled and very few are being booked. Some ski groups have made reservations for winter 2021. Because of a strong day camp season and donations, we still have some cash on hand. The SBA loan of \$150,000.00 is in a separate account and has not been touched.

Budget Approval: Collin Adams moved to approve the 2021 Budget as presented. Seconded and approved.

Program Director: Crosby Palmer gave a general report on the tasks of Program Director. They include but are not limited to: researching and writing grant applications; developing, planning, and executing camping and retreat programs; summer staff recruitment and training.

Board of Director Training: Don Hart conducted an education session on the responsibilities and duties of members of a board of directors for non-profit corporations. He clarified that under the Articles of Incorporation for HPCRC the Board of Directors has legal and fiduciary responsibilities in the State of NC which are more extensive than being a member of a committee of Holston Presbytery.

Don Hart updated and led discussion on the following topics:

- Personnel Policy changes are in process. Don, Dan Donaldson, Will Philips, and Mitchell Cline will continue to work on this policy
- The Operation Agreement for Meadows Cabin between Holston Presbytery and HPCRC is insufficient. Don advised the Board the Camp is not compensated for the use of the land on which the Cabin is built. So, while Holston Presbytery owns the Cabin, HPCRC, Inc. owns the land. He recommends a ground lease be established. He has learned of a new NC law which regulates vacation rental properties which will necessitate changes in the Operation Agreement to comply with this law.
- Don informed the Board that a comment by Brian Frick, Camp and Conference staff member at GA, indicates to Don that further investigation about the application of the PCUSA trust clause to the Camp property is merited.

- There was a general discussion on the issues surrounding the goal of gaining more autonomy from Holston Presbytery.

Jim Austin reviewed the recommendations from two reports from consulting group Run River. The recommendations include making changes so that the Main Camp area can be used for retreats year-round and summer camp be conducted in the Gilmer Woods/Rustic area of the property.

Gwen Hunter led the group in a session of identifying and setting priorities for the future.

Short term priorities identified:

- Website redesign to make it usable from mobile devices and other improvements
- Main water line replacement. Contact Banner Elk municipal water and find out if getting water from that system is an option.
- Replace refrigeration and freezer in kitchen
- Replace pickup truck
- Purchase new vans or perhaps decide to rent them
- Remove dangerous trees from main camp area

Longer term priorities identified:

- Year-Round Program Director (position currently filled by Crosby with modest salary plus housing)
- Repave play/parking area in front of Dining Hall
- Remodel or expand Guenther Lodge
- Repairs to Lake Lyons Pavilion and improvements to landscape in the area.
- Renovate cabins which have not been updated recently (idea: offer opportunities to adopt a cabin and fund the changes)
- Electricity to Rustic Camp
- Enhancements to be able to conduct all summer camp programs in Gilmer Woods/Rustic
- Improvements to the manse which could make it useful as rental property
- Improve Wildcat Lake beach
- Remodel Office for more access to restrooms and improved utilization of space

The order of the listed priorities is random.

By common consent it was decided to hold regular board meetings on the first Thursday of each month at 5:00pm via Zoom.

By common consent the board will tentatively meet on January 9, 2021 to continue establishing priorities, working on the plan to gain more autonomy, and developing a fundraising plan. We hope to have this meeting in person.

The meeting adjourned at 4:45pm.

Gwen Hunter,

Secretary

After the meeting Gwen requested the regular meeting date and time be posted on the Holston Presbytery website along with the invitation to contact Jim Austin if anyone outside the board wishes to attend.

DIRECTOR'S REPORT NOV 2020

Despite the hardships of 2020, HPCRC continues to fulfill its ministry to provide a transformational experience for its guests at our beautiful mountain property.

HPCRC provided day and overnight camp to youth this summer.

I have been encouraged by the support received from the Holston Counsels, the camp committee/board, and the HPCRC staff. We have also been supported through the year by friends of HPCRC who have supported us monetarily as well as with their prayers. Holston Camp successfully provided families with 11 weeks of day camp and 4 weeks of overnight camp! That is 420 camper enrollments as well as employing 16 summer counselors and maintaining 3 full-time staff.

Thanks to the work of Crosby Palmer, we have received grant funding from the Mooneyhan Family Foundation, The High Country Charitable Foundation, and the Kiwanis Club of Banner Elk amounting to \$28,000. These funds will be used to provide bathrooms to Director's Hall (Wildcat Lake Pavilion) and preschool furnishings, and outdoor play space for pre-school program that will serve the local community. HPCRC is meeting the needs of the surrounding community.

Crosby, who graduated from Vanderbilt Divinity School in May, has been the Summer Program Director for the past two summers and is now our full time Program Director and grant writing expert.

Mitchell Cline has been helpful in office management responsibilities. Now in his 3rd year with HPCRC, Mitchell has previous experience in restaurant and hotel management, bookkeeping, and working with non-profits. He is a friendly voice taking customer calls and assisting with retreat reservation planning.

Richard Hamby is in his fourth year as Property and Facilities Manager. We rely on his dependable handyman/jack-of-all-trades skills to keep the camp operating smoothly under various weather conditions.

Of course, Peggy Crump is still in the kitchen after 35 years providing a ministry of hospitality and love through her cooking.

The Meadows Cabin is a wonderful destination for family reunions. See it on our website or on VRBO.

HPCRC is your camp. Please come visit soon.

Jim Austin

Nov. 6, 2020

Holston Presbytery Camp & Retreat Center

PROFIT AND LOSS

October 2020

	TOTAL
Income	
40000 Income	
40100 Program Revenue	
40103 Other Programs	340.00
Total 40100 Program Revenue	340.00
40200 Service Revenue	
40205 Retreat Income	6,345.00
40250 Upper Meadows Cabin Income	743.69
Total 40200 Service Revenue	7,088.69
40400 Gifts and Donations	
40402 Church Contributions	1,500.00
40404 65 for 65	15.00
40407 Donations-Individual and Groups	8,231.67
Total 40400 Gifts and Donations	9,746.67
40500 Other Income	
40503 Camp Store	25.00
Total 40500 Other Income	25.00
Total 40000 Income	17,200.36
Total Income	\$17,200.36
GROSS PROFIT	\$17,200.36
Expenses	
70000 Expense	
70200 Service Expenses	
70109 Employment Fees	100.00
70201 Housekeeping	410.00
70202 Housekeeping Supplies	44.78
70205 Furnishings Replacement	80.07
70251 Food Costs	530.13
Total 70200 Service Expenses	1,164.98
70400 Administration Expenses	
70401 Marketing	49.98
70402 Office Supplies	139.65
70407 Merchant Fees	244.22
70410 Accounting Services	264.70
70412 Web services	1,750.00
70416 Postage	33.00
Total 70400 Administration Expenses	2,481.55

Holston Presbytery Camp & Retreat Center

PROFIT AND LOSS

October 2020

	TOTAL
70800 Site & Facilities Expenses	
70804 Electricity	1,012.00
70805 Propane	943.59
70806 Telephone/Internet/Cable	213.66
70807 Sewer	468.32
70808 Trash Collection	217.50
70811 Vehicle/Equipment Gas, Maint, Tags	170.20
70812 Repairs and Maintenance/grounds maintenance	6,562.26
Total 70800 Site & Facilities Expenses	9,587.53
Total 70000 Expense	13,234.06
Payroll Expenses	
Company Contributions	
Health Insurance	1,923.08
Total Company Contributions	1,923.08
Taxes	736.48
Wages	9,663.92
Total Payroll Expenses	12,323.48
Total Expenses	\$25,557.54
NET OPERATING INCOME	\$ -8,357.18
NET INCOME	\$ -8,357.18

Holston Presbytery Camp & Retreat Center

STATEMENT OF ACTIVITY

January - October, 2020

	TOTAL	
	JAN - OCT, 2020	JAN - OCT, 2019 (PY)
Income		
40000 Income		0.00
40100 Program Revenue	0.00	
40101 Resident Camp	38,971.30	92,616.59
40102 Day Camp Income	49,606.00	25,234.70
40103 Other Programs	14,740.00	
Total 40100 Program Revenue	103,317.30	117,851.29
40200 Service Revenue		5,077.00
40201 Guenther Lodge (deleted)		140.00
40205 Retreat Income	94,499.00	220,517.15
40250 Upper Meadows Cabin Income	5,051.98	6,694.03
40270 Retreat Meals		390.00
40280 Other Food Service Income	675.00	14,640.29
Total 40200 Service Revenue	100,225.98	247,458.47
40400 Gifts and Donations	0.00	43,389.41
40401 Presbytery		12,500.00
40402 Church Contributions	34,677.00	2,510.00
40403 Donations-Camper Scholarships	2,190.00	8,601.00
40404 65 for 65	6,030.00	
40406 Unrestricted Non Budget (deleted)		0.00
40407 Donations-Individual and Groups	59,586.26	
40407 Unrestricted Gifts (deleted)		0.00
40408 Donations-other (deleted)		0.00
Total 40400 Gifts and Donations	102,483.26	67,000.41
40500 Other Income	14,190.67	
40300 Sales Tax Refund	5,111.49	4,448.31
40405 Other Income		0.00
40503 Camp Store	1,755.51	3,815.58
40600 Miscellaneous Revenue (deleted)		43.00
40700 Interest Income	110.10	0.03
Total 40500 Other Income	21,167.77	8,306.92
Total 40000 Income	327,194.31	440,617.09
49900 Uncategorized Income		0.00

Holston Presbytery Camp & Retreat Center

STATEMENT OF ACTIVITY

January - October, 2020

	TOTAL	
	JAN - OCT, 2020	JAN - OCT, 2019 (PY)
Unapplied Cash Payment Income		0.00
Total Income	\$327,194.31	\$440,617.09
GROSS PROFIT	\$327,194.31	\$440,617.09
Expenses		
70000 Expense		
70100 Program (deleted)		
70103 Summer Staff Payroll (deleted)		590.00
70105 Summer Marketing (deleted)		9,926.47
70107 Summer Overhead Expenses (deleted)		50.00
Total 70100 Program (deleted)		10,566.47
70200 Service Expenses		
70101 Camp supplies	2,094.82	2,267.90
70101a Resident Camp Supplies (deleted)		3,612.82
70101b Resident Camp Activities (deleted)		5,687.67
Total 70101 Camp supplies	2,094.82	11,568.39
70102 Camp activities	50.00	463.03
70102a Day Camp Supplies (deleted)		368.07
70102b Day Camp Activities (deleted)		1,219.69
Total 70102 Camp activities	50.00	2,050.79
70109 Employment Fees	1,467.27	1,190.34
70201 Housekeeping	12,665.75	24,847.50
70202 Housekeeping Supplies	685.56	1,499.54
70203 Linen Service (deleted)		858.25
70204 Marketing (deleted)		1,731.46
70205 Furnishings Replacement	80.07	241.91
70207 Overhead Expenses (deleted)		0.00
70250 Food Services Expense		
70254 Other Expenses (deleted)		300.00
70259 Overhead Expenses		18.90
Total 70250 Food Services Expense		318.90
70251 Food Costs	37,741.25	80,402.70
70252 Supplies (kitchen)	427.54	1,031.70
70601 Camp Store	1,000.00	
70700 Directors Compensation Pkg		75,000.00
Total 70200 Service Expenses	56,212.26	200,741.48

Holston Presbytery Camp & Retreat Center

STATEMENT OF ACTIVITY

January - October, 2020

	TOTAL	
	JAN - OCT, 2020	JAN - OCT, 2019 (PY)
70400 Administration Expenses		
70401 Marketing	7,589.64	3,191.60
70402 Office Supplies	1,607.60	1,257.89
70405 Special Events (deleted)		64.56
70406 Bank Service Fees	100.00	186.83
70407 Merchant Fees	5,878.84	7,345.20
70410 Accounting Services	3,184.35	7,668.32
70412 Web services	6,001.22	5,016.25
70414 Office Equipment	230.00	
70416 Postage	441.23	143.27
Total 70400 Administration Expenses	25,032.88	24,873.92
70800 Site & Facilities Expenses		
70804 Electricity	18,038.00	20,604.00
70805 Propane	4,280.86	6,919.99
70806 Telephone/Internet/Cable	4,894.20	5,741.11
70807 Sewer	4,605.53	7,581.03
70808 Trash Collection	1,706.70	3,741.92
70809 Insurance	17,437.39	18,844.32
70810 Dues/Fees	1,237.00	3,652.21
70811 Vehicle/Equipment Gas, Maint, Tags	2,753.06	3,593.61
70812 Repairs and Maintenance/grounds maintenance	23,577.29	14,875.91
70813 General Misc		15.48
Total 70800 Site & Facilities Expenses	78,530.03	85,569.58
Total 70000 Expense	159,775.17	321,751.45
Mileage reimbursement		141.72
Payroll Expenses		
Company Contributions		
Health Insurance	20,192.34	21,634.65
Total Company Contributions	20,192.34	21,634.65
Taxes	8,448.46	9,895.01
Wages	110,670.24	129,067.63
Total Payroll Expenses	139,311.04	160,597.29
Total Expenses	\$299,086.21	\$482,490.46
NET OPERATING INCOME	\$28,108.10	\$ -41,873.37
NET INCOME	\$28,108.10	\$ -41,873.37

Holston Presbytery Camp & Retreat Center

BALANCE SHEET

As of October 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
10000 Mountain Community Bank	124,808.08
10100 Summer Camp Restricted	0.00
10500 Designated Funds	0.00
10600 Restricted Funds	0.00
Total 10000 Mountain Community Bank	124,808.08
10700 Savings	1,895.15
10705 MCB-Money Market	150,109.97
10710 Petty Cash	300.00
10715 Camp Store Register Open Balance	100.00
Total Bank Accounts	\$277,213.20
Accounts Receivable	
11000 Accounts Receivable	0.00
Total Accounts Receivable	\$0.00
Other Current Assets	
12000 Undeposited Funds	0.00
12100 Inventory Asset	1,283.18
Repayment	
Payroll Advance	0.00
Total Repayment	0.00
Total Other Current Assets	\$1,283.18
Total Current Assets	\$278,496.38
TOTAL ASSETS	\$278,496.38

Holston Presbytery Camp & Retreat Center

BALANCE SHEET

As of October 31, 2020

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
21000 Loan From Presbytery	0.00
22000 Debt to HP for Directors Compensation Pkg	121,500.00
22001 N/P-US Treasury (Covid 19 relief)	5,000.00
22002 N/P-IRS (Small Buisness Funding Covid19)	30,507.00
22003 SBA EDIL Loan	150,000.00
24000 Payroll Liabilities	0.00
BOP Med/Pen/DD	-712.19
Dental Insurance	34.10
Federal Taxes (941/944)	2,197.95
LJones-403(b) Employee	0.00
NC Income Tax	309.00
NC Unemployment Tax	5.75
PCrump-403(b) Employee	-56.38
RHamby-403(b)Employee	0.00
Vision Insurance	0.00
Total 24000 Payroll Liabilities	1,778.23
25001 Kiwanis Club Grant for pre-school	1,000.00
25002 High Country Charitable Foundation Grant	12,000.00
25003 Mooneyhan Foundation Grant	15,000.00
Direct Deposit Payable	0.00
Total Other Current Liabilities	\$336,785.23
Total Current Liabilities	\$336,785.23
Total Liabilities	\$336,785.23
Equity	
30000 Opening Balance Equity	5,887.13
32000 Unrestricted Net Assets	-92,284.08
Net Income	28,108.10
Total Equity	\$ -58,288.85
TOTAL LIABILITIES AND EQUITY	\$278,496.38

Holston Presbytery Camp & Retreat Center Budget	
January - December 2021	
	Total
Income	
Resident Camp	57,000.00
Day Camp Income	47,250.00
Total Program Revenue	\$ 104,250.00
Retreat Income	175,000.00
Upper Meadows Cabin Income	3,600.00
Food Service Income	5,000.00
Total Guest Groups	\$ 183,600.00
Gifts and Donations	
Unrestricted from Ind and Churches	130,000.00
Summer Camp Scholarships	3,000.00
Total Gifts and Donations	\$ 133,000.00
Camp Store	3,000.00
40300 Sales Tax Refund	5,000.00
Total Misc. Income	\$ 8,000.00
Total Income	\$ 428,850.00
Expenses	
Program	
Camp Supplies	4,000.00
Camp Activities	8,000.00
Total Summer Camp	\$ 12,000.00
Summer Staff Payroll	45,000.00
Summer Food	23,850.00
Total Program	\$ 68,850.00
Housekeeping contracted	26,000.00
Housekeeping Supplies	1,000.00

Furnishings Replacement	2,500.00
	\$ 29,500.00
Food Costs	34,000.00
Supplies	2,500.00
Part-Time Staff	4,000.00
Total 70250 Food Services Expense	\$ 40,500.00
Office Supplies	1,500.00
Postage	250.00
Contracted Accounting	3,000.00
Marketing	10,000.00
Employment Fees	1,500.00
Subscriptions	3,000.00
Merchant Services (CC fees)	6,000.00
Dues/Fees	1,500.00
Presbytery Meeting	0.00
Office Equipment	1,500.00
Total Administration	\$ 28,250.00
Camp Store	1,500.00
Office Mgr/Treasurer	32,000.00
Food Service Mgr	53,300.00
Maintenance Mgr	44,600.00
Program Director	20,020.00
Electricity	25,000.00
Propane	7,000.00
Telephone/Internet/Cable	7,000.00
Sewer	10,000.00
Trash Collection	4,000.00
Insurance	18,500.00
Repairs & Maint - Buildings & Grounds	21,500.00
Vehicle - gas, maint, tags, etc.	5,000.00
Total	\$ 249,420.00
Total Expenses	\$ 428,520.00
Net Income	\$ 330.00

REPORT TO HOLSTON PRESBYTERY
and
PROPOSAL FOR TRANSITION OF HOLSTON CAMP
TO COVENANT RELATIONSHIP

Approved and submitted by the Board of Directors of Holston
Presbytery Camp and Retreat Center, Inc.
(also constituting the Camp Committee of
Holston Presbytery)

November 5, 2020



Holston Presbytery Camp and Retreat Center, Inc.
Board of Directors
Camp Committee

Rev. Collin Adams, Chair

Gwen Hunter	William Phillips
Rebecca Nunley	Rev. Dr. Brian Wyatt
Rev. Dr. Dan Donaldson	Katie Sword
	Don Hart

I. Background

The Fire Alarm. The year 2020 started normally enough for the Holston Camp Board as new board members were introduced at the January meeting and the board attended to its organizational work of electing officers, assigning members to committees, hearing recaps of financial performance, and identifying tasks for the committees to get started on. Normalcy started to edge away by the meeting in March as the board now took up discussions of the COVID-19 virus and what contingency plans needed to be made for summer camp if the spread of the disease worsened. Already advance reservations were slower than usual in coming in, and some retreats were cancelling. Into the late spring as shutdowns were being imposed across the economy, attention focused on cash flow and staffing and how or whether a summer camp could be held.

Into this time of novel uncertainty came word in late June from the Presbytery's Admin and Budget Committee that the committee would be recommending to the General Mission Board that the Presbytery's budget for 2021 eliminate funding for the Camp Director position. This proposed action, which came without any discussion with the Camp Board, spread among the Board members and supporters of the camp like the sounding of a fire alarm. As the budget decision is largely made by the General Mission Board, members of the Board were unable to give any reliable or substantive information to concerned supporters whether or how the camp could function without a director, or how one would be provided as the Presbytery's Manual of Administrative Operations identified that position as a Presbytery staff position.

The General Mission Board met on July 14 by Zoom conference call. After a lengthy discussion, the proposal failed to be adopted on a tie vote of 7 to 7. As the point was made and repeated that the proposal was prompted by past and projected declining income to the Presbytery and not by any particular animus toward the Camp Director or the Camp, the failure of the proposal to pass gave only mixed reassurance to the Camp Board. After the votes were taken and announced, a suggestion was made that the Camp Board and the Admin

and Budget Committees get together and see if a solution could be worked out, and the Chairs of both committees nodded assent.

The Follow-Up. From the time of the “fire alarm” members of the Camp Board had been discussing the camp’s options in the event the Admin and Budget Committee’s proposal were adopted. Attention was focused on the camp’s status as a duly organized nonprofit corporation in North Carolina from the very inception of the camp in 1955. So the structure provided by general law for nonprofit corporations was in place for the camp to run itself. Moreover, the founders of the camp had the foresight to put the ownership of the camp into the corporation, presumably to allow it a more streamlined corporate form governance than the model used by the Presbyterian church while yet maintaining affiliate ties to that church. The Camp Board concluded that the corporate form could enable it to propose taking over the Camp Director position, if some concessions from Presbytery could be made to facilitate that action.

To explore a “work-out” as suggested by the GMB, the Camp Board suggested that Admin and Budget appoint a couple of members and the Camp Board would appoint a couple of members to have discussions (or negotiations) about a solution to the budget crunch. The first Zoom meeting of the representatives from the two committees was on July 27. Three days later the Camp Board rep sent a proposal titled “Term Sheet” to the Admin and Budget reps for review and comment. No response was forthcoming, so the Camp Board reps prompted their counterparts for a further Zoom call, which was held on August 25. That discussion centered on answering questions from Admin and Budget reps about the sources of camp revenues, but no response to the Term Sheet or any counterproposal was made then or subsequently. Finally, on October 26 the new Moderator of the Admin and Budget emailed the Camp Board reps that the Admin and Budget Committee had concluded that it had no authority to take any action on the Term Sheet or the proposal it outlined. Accordingly this Report and Proposal comes from the Camp Board alone.

II. The Proposal

The proposal made by the Camp Board to the Admin and Budget Committee for discussion and negotiation, titled “Term Sheet” for short, is attached to this report as **EXHIBIT A** for reference. The terms and structure described there in brief were not created in a vacuum. During the period following the “fire alarm,” members of the Camp Board and staff had the opportunity to converse with Brian Frick, Mission Associate for Formation and Camp and Retreat Ministries, a part of the Presbyterian Mission Agency of the PCUSA. In his work in that position he has worked with other camps and conference centers in various respects, including the migration of existing camps and conference centers from older organizational structures to alternate organizational forms. At the Camp Board’s request he supplied samples of the documents developed by other camps or conference centers to describe and govern their new arrangements. From these examples and Brian’s counsel the Camp Board developed the structure proposed in the Term Sheet. From those examples and samples of bylaws and other guidance documents, the Camp Board developed draft documents to implement the proposal.

The heart of the proposal is the Covenant Agreement, a form familiar to Presbyterian bodies as a way to set down mutual understandings and undertakings between the parties. A draft Covenant Agreement which ties to the provisions of the Term Sheet is attached as **EXHIBIT B** for illustration. A covenant agreement allows for the expression of a relationship that is more than verbal, more even than a handshake, but not so tightly a relationship that the characteristics, benefits, and protections of separate entities is subsumed one into the other. For instance, legal counsel would advise that the benefit of establishing and maintaining a separate corporate existence for an activity owning property or conducting activities involving the public is the limitation of liability. But if the organization, operations, or governance of a corporation is so controlled by another entity that it becomes tantamount to the “alter ego” of the controlling entity, that limitation of liability can be lost and the controlling entity can become the ultimately liable party. This proposal seeks to reassert the separate identities for the benefit of both the camp and the presbytery.

Other parts of the proposal merit some additional comments for an understanding of how the parts work together:

1. Assuming the responsibility as employer of all staff, including the Camp Director, at the camp establishes a clear line of authority and corresponding accountability of all staff to the Board of Directors, which is in turn charged by law with the oversight of the corporation.

2. At the time of the camp's creation the boundaries of Holston Presbytery were broader than today and the Presbytery included Avery, Mitchell, Yancey, and Watauga Counties in North Carolina as well as parts of Virginia. Pastors and members of churches in those counties worked side by side with counterparts from Tennessee to develop and build the camp which is located right in their midst. Without transgressing the bounds of synod and presbytery limits, the aim is to enable greater participation from volunteers in those areas for the camp their forebears helped create.

3. The current bylaws for the camp are bare bones and fail to address in many respects matters that should be established for good governance within and among nonprofit corporations. They need to be revised whatever the outcome of this proposal.

4. Among the elements of good corporate governance is that board members should be selected for the current needs of the corporation, should be aware of the special skills or experience for which he or she is sought by the corporation, and should be prepared to apply his or her time and energy and those skills or experience in the corporation's behalf. Thus control of the selection process is an essential tool for the corporation's welfare, as is the ability to flex the size of the board within the limits established by bylaws to respond to what may be needed from time to time. The ability of the board to select its own officers, including the chair, are essential to accountability to the board as a whole.

5. Some commentators on nonprofit governance suggest that a key responsibility of board members is fund-raising because a nonprofit by its very definition needs donated funds to survive. Currently the General Mission Board limits – or is perceived as limiting - fundraising within the Presbytery to only those campaigns or appeals it has

expressly approved. Brian Frick of the Presbyterian Mission Agency says that he is not aware of any camp that is restricted from fundraising within its own sphere of operations. As the proposed covenant recites, the Camp is the provider of the camping and outdoors mission within Holston Presbytery. As such it needs to be viewed and treated as able to raise funds within the presbytery without the restraints of prior approval for every effort to do so.

6. This proposal offers to assume from the Presbytery the financial responsibility for the Camp Director as its own obligation. Thus in exchange for permanent relief from a current budget cost of approximately \$90,000 per annum, the proposal is that the Presbytery support the camp with transition funds for the first 4 years, with declining amounts in the last 2 of those 4 years. Of the instances reviewed of other camps or conference centers establishing covenants with their presbyteries or synods, some financial commitment from the presbytery or synod is made as an indication of commitment from those bodies.

7. As part of wiping the slate clean for a new start the proposal assigns to the Presbytery an undertaking to clear from its ledgers an abiding deficit attributed to the Camp as a "loan" in the sum of \$121,500. In fact no loan in a legal sense changed hands. The Presbytery paid the Camp Director his salary as a Presbytery employee, and then posted an accruing deficit when the Camp was unable make rebates to the Presbytery of an increasing share of that salary. No undertaking by the Camp Board to make those rebate payments has been found in the Camp Board's minutes.

Throughout its history the Presbyterian Church has embraced the Latin phrase "*Ecclesia Reformata, Semper Reformanda*" - "The Church reformed and always being reformed." In connection with this proposal we've heard it said, why do we need to change since we've been doing it this way for 65 years? One immediate answer is that times have changed, donations have changed, and it's not working very well right now. A deeper answer is that it hasn't been done the same way all these years. Somewhere the wisdom of the camp's founders in putting the camp in the separate corporation was eroded. Now we believe the time has come to continue that migration to a covenant relationship between the Presbytery and a revitalized nonprofit camp corporation.

III. Timetable for Implementing the Plan

To implement the plan proposed in this report, several changes in current operating regulations of the Presbytery must be undertaken, some of which may depend on sequential presentations to the Presbytery and others may depend on a prior step to have occurred. The following is proposed to allow for an orderly treatment of those component steps in order to accomplish a migration to the proposed covenant relationship.

Date	Event or Task
December 1, 2020 Stated Presbytery Meeting	<ul style="list-style-type: none"> • Approval by Presbytery of Proposal to Transition Holston Camp to Covenant Relationship
March 6, 2021 Stated Presbytery Meeting	<ul style="list-style-type: none"> • HPCRC Restated Bylaws presented to Presbytery for approval • First reading of changes to MAO regarding matters now conflicting with HPCRC Restated Bylaws • Release or carve-out of limitation on HPCRC's contact with churches re donations
June 5, 2021 Stated Presbytery Meeting	<ul style="list-style-type: none"> • Second reading and adoption of changes to MAO regarding matters now conflicting with HPCRC Restated Bylaws • 6 month notice to Camp Director of planned reduction in force • Effective date of release of claim of \$121,500 debt
Sept 7, 2021 Stated Presbytery Meeting	<ul style="list-style-type: none"> • Final approval and execution of Covenant Agreement

IV. Recommended Action by Presbytery:

The action recommended to and requested from Holston Presbytery is the acceptance of this Report and the adoption of the following resolution to enable further work to go forward with the Presbytery's approval, understanding that further future approvals by Presbytery will be needed to carry it to conclusion:

BE IT RESOLVED, that Holston Presbytery in Stated Meeting assembled this day accepts the Report to Presbytery and Proposal to Transition Holston Camp to Covenant Relationship submitted by the Board of Directors of Holston Presbytery Camp and Retreat Center, Inc. (co-existing as the Camp Committee of Holston Presbytery), approves the said Proposal in principle, subject to preparation and execution or approval of appropriate documentation in accord with the Proposal, and directs the General Mission Board to take appropriate action in concert with the Camp's Board of Directors to fulfill the tenor and intent thereof.

APPROVED

Respectfully submitted,

Holston Presbytery Camp and Retreat Center, Inc.

By: /s/ Gwen R. Hunter
Secretary

EXHIBIT A to REPORT AND PROPOSAL

A PROPOSAL RESPECTING THE STATUS OF HOLSTON PRESBYTERY CAMP & RETREAT CENTER

TERM SHEET

July 30, 2020

This Term Sheet summarizes a proposal for changes to the status and operations between Holston Presbytery, Inc, (“HP”) a mid-level council of the Presbyterian Church (United States of America) (“PCUSA”) and Holston Presbytery Camp & Conference Center, Inc., (“HPCRC”), a not-for-profit North Carolina corporation and committee of HP. It is not an offer or agreement by any of the parties regarding the proposed transactions. No cause of action or claim for relief or damage will arise from this Term Sheet, and the parties will not be legally bound to the proposed transactions until they execute definitive written agreements embodying all the terms, conditions, and provisions of the proposed transactions.

Background:

- (1) In the mid-1950’s successful youth conferences staged by HP at rented facilities at Montreat and Lees-McRae College persuaded churches in HP that more activities could be promoted if the Presbytery owned its own campground. They began a search for a suitable location, which came to fruition with a long-term lease on land adjacent to Wildcat Lake and Grandfather Home in Banner Elk, NC. Foreseeing the wisdom of separating the legal ownership of the camp from the ecclesiastical structure of the Presbytery, HPCRC was chartered as a not-for-profit corporation in 1955 to create the camp. Development of the camp over the succeeding decades has drawn the interest and resources of Presbyterians from Tennessee and North Carolina, involving members, churches, and clergy in the building up of both the camp facilities and the youth and families who have experienced God’s creation there.
- (2) Changes in society and church membership and participation among all denominations has affected all missions of the Presbytery and occasioned reductions in HP support for HPCRC as a continuing result. A task force created by HP in 2015-2016 to study the future ministry of the camp affirmed the importance of the camp’s ministry and its role in providing life transforming experiences. But evidencing its ambivalence, the task force’s report affirmed on the one

hand that the camp director should be a presbytery staff position and on the other recommended that the camp move to becoming financially self-supporting, including all staffing cost. No plan was described as to how such aims could or would be achieved.

Objectives:

- (3) Recently the Administration and Budget Committee of HP recommended that HP not fund the camp director position in the 2021 budget, leaving unaddressed how the camp would function without a director. The failure of that recommendation to gain passage prompted the Admin and Budget Committee and the HPCRC board to open discussions on how the ministry of the camp might be addressed with restructuring changes described in this Term Sheet.
- (4) To assure the continuation of the camp ministry and the viability of the camp's operation for the benefit of the members and churches of Holston Presbytery.
- (5) To relieve the Holston Presbytery of the full burden of the camp director position in the current time of declining revenue.
- (6) To institute changes in the organizational relationship between HP and HPCRC to allow greater flexibility to HPCRC to generate additional income, attract a broader outreach and higher levels of donations, and develop new or untapped sources for current operations and increased endowed giving.
- (7) To memorialize the mutual commitments of HP and HPCRC by documenting a covenant relationship between them.

Effective Date:

[TBD]

Closing Date:

[TBD]

Transaction Structure:

HP and HPCRC will enter into a Covenant Agreement expressing their undertaking to continue their historic and ongoing ministry to youth and families and others through the operation and programs of the Holston Presbytery Camp and Retreat Center and their respective commitments and responsibilities in a covenant relationship.

For its part, HPCRC will:

- (A) Assume the responsibility for hiring and paying for the cost of all staff, including the camp director, as well as the costs of operating, maintaining, and improving the camp.
- (B) Amend and restate its charter to encourage and enable closer connections with historic supporters of the camp, particularly in Avery, Mitchell, Yancey, and Watauga

Counties in North Carolina, which once were part of Holston Presbytery at the time of the camp's founding.

- (C) Amend its bylaws to bring them into closer conformity with governing regulations more commonly employed by independently managed non-profit corporations.
- (D) Include in those bylaws provisions giving latitude to increase or decrease the board of directors between 9 and 15 members from time to time at the discretion of the board; provide that board members will be nominated and elected by the board and confirmed by HP; provide that board members be members of the Presbyterian Church (USA) and that a majority of the board be members of Holston Presbytery; provide that the officers, including the chair, will be elected by the board.
- (E) Provide HP annual financial statements and periodic updates as needed, appropriate, or requested.

For its part, HP will:

- (F) Act promptly to approve HPCRC's amendment of its charter and bylaws in conformance with the covenant agreement.
- (G) Amend its Manual of Administrative Operations to delete the Camp Director as a presbytery employee; amend the description of the Camp Committee as constituting the Camp Board of Directors; and make such other changes to the Manual as may be appropriate to reflect the changes in relationship.
- (H) Grant to HPCRC blanket approval to conduct fund-raising campaigns or appeals with the churches and among the members of Holston Presbytery without prior approval by the Admin & Budget Committee, the General Mission Board, or the Presbytery at large.
- (I) Commit to support the mission of HPCRC with a budget line of not less than \$50,000 per year for fiscal years 2021 and 2022, reducing to \$30,000 for fiscal year 2023, and \$20,000 for fiscal year 2024, to provide transitional cushioning while HPCRC ramps up its ability and experience in generating more contributed donations and adapts the camp for more income-producing usage outside of summer camp programs.
- (J) Acknowledge that the expectation of HPCRC to offset its commitment to pay the Camp Director's compensation and benefits by recording deficits totaling \$121,500 on the HP fund balances was aspirational and should be written

off to HPCRC's favor.

The Covenant Agreement may reiterate for reassurance the confirmation of HPCRC that its existing organic documents provide and will continue to require that in the event that HPCRC should be dissolved the assets, after settlement of all debts, will be transferred to Holston Presbytery, Inc., or to the Presbyterian Church (USA), or their successors or assigns, as directed.

Together HP and HPCRC shall review and revise as needed the Operation Agreement related to Upper Meadows Cabin and shall execute an appropriate ground lease relating to the HPCRC being the legal title owner of the land upon which HP has caused the cabin to be constructed, in order that the legal relationships be made clear to their constituents, creditors, lienors, and insurers.

Holston Presbytery, Inc., Administration and Budget Committee, and Holston Presbytery Camp & Retreat Center, Inc. confirm their mutual intention to negotiate in good faith an agreement relating to the status and circumstances of Holston Presbytery Camp & Retreat Center, according to the general terms and conditions described above.

**HOLSTON PRESBYTERY, INC.
ADMINISTRATION & BUDGET COMMITTEE.**

By: _____
Rev. Rodney Norris, Moderator

Dated: _____

HOLSTON PRESBYTERY CAMP & RETREAT CENTER, INC.

By: _____
Rev. Collin Adams, Moderator/Chair

Dated: _____

EXHIBIT B TO REPORT AND PROPOSAL

COVENANT AGREEMENT

THIS COVENANT AGREEMENT is entered into as of _____, 2020, by and between **Holston Presbytery of the Presbyterian Church (USA), Inc.** (“the Presbytery”) and **Holston Presbytery Camp and Retreat Center, Inc.** (“Holston Camp”).

I. **Parties.** Holston Presbytery of the Presbyterian Church (USA), Inc. is a nonprofit Tennessee corporation, qualified as tax-exempt under 26 U.S.C. § 501(c)(3) of the Internal Revenue Code, that operates as a mid-level council pursuant to the Book of Order (2017-2019) of the Presbyterian Church (USA). Holston Presbytery Camp and Retreat Center, Inc. is a nonprofit North Carolina corporation, qualified as tax-exempt under 26 U.S.C. § 501(c)(3) of the Internal Revenue Code.

II. **Background.** In the mid-1950’s successful youth conferences staged by the Presbytery at rented facilities at Montreat and Lees-McRae College persuaded churches in the Presbytery that more activities could be promoted if the Presbytery owned its own campground. Lay and clergy members of the Presbytery began a search for a suitable location, which came to fruition with a long-term lease on land adjacent to Wildcat Lake and Grandfather Home in Banner Elk, NC. Foreseeing the wisdom of separating the legal ownership of the camp from the ecclesiastical structure of the Presbytery, Holston Camp was chartered as a not-for-profit corporation in 1955 to create the camp. Development of the camp over the succeeding decades has drawn the interest and resources of Presbyterians from Tennessee and North Carolina, involving members, churches, and clergy in the building up of both the camp facilities and the youth and families who have experienced God’s creation there.

III. **Relationship.** The relationship between the Presbytery and Holston Camp has been close since the camp began. The Presbytery has provided financial support in its budget for the operation of the camp and has served as employer for the camp director, and camp supporters and board members have participated in Presbytery committees and activities. Neither the camp nor the Presbytery have been spared the social changes in church membership at large among all denominations, such that all missions of the Presbytery, including the camp, have experienced reductions in the Presbytery’s ability to support them at the same levels as in the past. Unwilling to forsake the mutual benefits accruing from their relationship, the Presbytery and Holston Camp by this Covenant Agreement are seeking to refine the elements of their relationship going forward in their shared interest in maintaining the mission they share.

IV. **The Covenant.** This Covenant is an agreement between the Presbytery and Holston Camp to affirm a present and historic relationship in which there is mutuality of purpose. To fulfill its role in its relation to the Presbytery, Holston Camp will operate under the sole direction of its Board of Directors, the members of which will be elected by its Board and affirmed by the Presbytery.

(1.3)

IV. The Promises and Assurances of Holston Camp to the Presbytery.

A. The Holston Camp Board affirms its responsibility for the management and operation of the camp, including its financial management, and assumes the responsibility for the employment and compensation of the camp director as well as other staff.

B. The Board will maintain the real property, fixtures, equipment, and tangible assets of the camp in good working order and repair and will make improvements as finances allow and need requires.

C. To achieve these commitments, the Board will seek out opportunities for additional programs at the camp to serve its mission and increase its revenue stream and will undertake fundraising efforts to increase and broaden the donor base for the camp.

D. The Board will adopt governance and management systems in line with current practices for nonprofit corporations in bylaws, policies, record-keeping, and financial accounting and reporting, and will provide financial reports to the Presbytery not less often than annually, with periodic interim updates as needed, appropriate, or requested.

E. The Board will cooperate and collaborate with other committees or entities of the Presbytery, seeking ways to support the Presbytery and its member churches through programs and opportunities which address the training, mission, and recreation needs of the Presbytery and its member churches.

V. The Promises and Assurances of the Presbytery to Holston Camp.

A. The Presbytery provides Holston Camp an affiliation with the Presbyterian Church (USA) and recognizes Holston Camp as an entity related to the Presbytery through this covenant. The Presbytery encourages full use of Holston Camp by Presbyterian individuals and churches. The Presbytery recognizes Holston Camp as one of the entities with which it is in covenant relationship providing a variety of programs, including ecumenical programs with multiple denominations.

B. The Presbytery will give Holston Camp first consideration as a site for its programs each year and will encourage congregations and individuals within the presbytery to give Holston Camp first consideration for their programs, retreats, and conferences.

C. The Presbytery will act promptly and reasonably to approve or affirm newly elected directors, and such other matters as may be submitted by Holston Camp for such approval or affirmation.

D. Recognizing that Holston Camp is serving the Presbytery's mission efforts as well as its own in operating the camp and that the prime and natural constituency

for its financial support is among the churches and individuals within the presbytery, the Presbytery will release or exempt Holston Camp from pre-approval restrictions on fund-raising campaigns or appeals within the presbytery.

E. The Presbytery will support Holston Camp through inclusion of financial support in its annual budget and will encourage all churches in the presbytery to participate in the financial support of Holston Camp until the goal of financial self-sufficiency is reached for Holston Camp. To provide for transitional cushioning while Holston Camp is ramping up its ability and experience in generating more contributed donations and adapting the camp for more revenue-earning usage outside of summer camp programs, the Presbytery will commit to support at the level of \$50,000 for the first fiscal year of this covenant, \$50,000 for the following fiscal year, \$30,000 for the next fiscal year, \$20,000 for fourth fiscal year, and support thereafter at the Presbytery's discretion.

F. The Presbytery acknowledges that an expectation that Holston Camp reimburse the Presbytery for the cost of the camp director's salary and benefits arose from an aspirational goal of the 2015-2016 Task Force Report and was never formally approved by the Presbytery nor the Holston Camp Board, and in the spirit of this Covenant Agreement any deficit posted on the Presbytery's fund balances will be written off to Holston Camp's favor.

G. To implement the promises of this Agreement the Presbytery will take appropriate and timely steps to amend its Manual of Administrative Operations to delete the Camp Director as an employee of the Presbytery; to amend the description of the Camp Committee as constituting the Camp Board of Directors; and to make such other changes to the Manual as may be appropriate to carry out the changes in relationship undertaken in this Agreement. Until such amendments are accomplished, this Agreement shall be deemed to suspend and supersede conflicting provisions of the Manual.

VI. Review and Renewal of Covenant Agreement.

The parties will review and reaffirm this Covenant Agreement at the two-year and four-year anniversaries of its effective date and at the anniversary every four years thereafter, allowing for orderly change to its terms as the passage of time and circumstance may warrant.

IN WITNESS WHEREOF, the parties sign this Covenant Agreement, which is effective as of the date written above.

**HOLSTON PRESBYTERY OF THE
PRESBYTERIAN CHURCH (USA), INC.**

**HOLSTON PRESBYTERY CAMP AND
RETREAT CENTER, INC.**

By: _____

By: _____

Its: _____

Its: _____

Committee on Ministry Report

INFORMATION:

1. Approved the CRE Temporary Supply Contract between CRE David Dalton (First, Greeneville) and Zion Presbyterian Church, effective 1/28/20 through 1/27/21 with the following terms: Monthly gross salary - \$600; and appoint Mr. Dalton as Moderator.
2. Approved the request of the Session of Preston Hills Presbyterian Church to appoint Rich Fifield as their Moderator.
3. Approved the Temporary Supply Contract between Commissioned Pastor Scott Wise (Windsor Avenue Presbyterian Church) and New Bethel Presbyterian Church, effective June 1, 2020 through May 31, 2021, with the following terms: Monthly Cash Salary - \$1,850; Travel Reimbursement at IRS rate; Continuing Education Reimbursement - \$100 per quarter; Paid Vacation – 1 week per quarter; and appoint Mr. Wise as Moderator.
4. Appointed the Rev. Lee Clements as moderator of Covenant Presbyterian Church, effective September 1, 2020.
5. Approved the Ministry Information Form for Interim/Transitional Pastor for Watauga Avenue Presbyterian Church.
6. Appointed Chris Bohn as the COM Liaison for the First Presbyterian Church, Johnson City, Associate Pastor Nominating Committee.
7. Dissolved the CRE Temporary Supply Contract between CRE Con Sauls (First Presbyterian Church, Bristol) and Mountain City Presbyterian Church, effective August 23, 2020.
8. Appointed the Rev. Dave Welch as moderator of Mountain City Presbyterian Church, effective August 24, 2020.
9. Appointed Collin Adams as COM Liaison for Mountain City Presbyterian Church.
10. Dissolved the Temporary Supply Contract between the Rev. Dr. Mark Hutton and Bethel Presbyterian Church, Kingsport, effective August 31, 2020.
11. Appointed John Tucker as moderator of Bethel Presbyterian Church, Kingsport, effective September 1, 2020.
12. Appointed David Roane as COM Liaison for Bethel Presbyterian Church, Kingsport.
13. Dissolved the Temporary Supply Contract between the Rev. Dr. Mark Hutton and Windsor Avenue Presbyterian Church, effective August 31, 2020.
14. Appointed Scott Wise as moderator of Windsor Avenue Presbyterian Church, effective September 1, 2020.
15. Appointed Gary Arner as COM Liaison for Windsor Presbyterian Church.
16. Appointed Paul Helphinstine as COM Liaison for Colonial Heights Presbyterian Church.
17. Transferred the Rev. Dr. Mark Hutton to the Presbytery of Baltimore, effective September 1, 2020, where he has accepted a new temporary pastoral call.

18. Postponed the request to transfer the Rev. Bill Anderson from the Presbytery of Central Florida to Holston Presbytery, pending an interview with the COM at the next meeting. (See attached Faith Journey and Statement of Faith.)
19. Approved the Ministry Information Form for First Presbyterian Church, Johnson City, Associate Pastor.
20. The committee interviewed the Rev. Bill Anderson and transferred his membership from the Presbytery of Central Florida to Holston Presbytery.
21. Approved the part-time (20 hours/week) Temporary Supply Contract between the Rev. Sharon Amstutz and Watauga Avenue Presbyterian Church, effective November 8, 2020 through November 7, 2021, with the following terms: Monthly Cash Salary - \$1,000; Monthly Housing Allowance - \$1,500; Annual Employer-Paid Benefits and Reimbursements – up to \$5,000; Vacation – 1 week/quarter; Continuing Education – 1 week/six months; and appoint Rev. Amstutz as moderator.
22. Approved the Ministry Information Form for Colonial Heights Presbyterian Church.
23. Reviewed all pastoral relationships.
24. Approved the Temporary Supply Contract between CP John Tucker (Barton Springs Presbyterian Church) and Barton Springs Presbyterian Church, effective 1/1/21 through 12/31/21, with the following terms: Weekly Cash Salary - \$200; Paid Vacation – 1 week per quarter; and appoint Mr. Tucker as moderator.
25. Approved the Temporary Supply Contract with a Minister of Another Denomination between the Rev. Mark Diddle (ordained Southern Baptist) and Keystone Presbyterian Church, effective 10/18/20 through 10/17/20, with the following terms: Monthly Housing Allowance - \$1,200; Monthly Travel Reimbursement at IRS Rate; Annual Paid Vacation – Two Weeks.
26. Appointed the following Commission to install of the Rev. Sam Schaus, Pastor, First Presbyterian Church, Morristown, on Sunday, November 8, 3:00 PM, at First Presbyterian Church, Morristown: the Rev. Diana Moore; the Rev. Todd Jenkins; Ruling Elder Terry Brimer (First Presbyterian Church, Morristown) and Ruling Elder/Commissioned Pastor Calvin Ballinger (Bethel Presbyterian Church, Dandridge).

RECOMMENDATIONS:

27. That the presbytery ratify the following COM action by a majority vote: that all Holston Presbytery congregations be granted a waiver, if requested, in the rotation of elders and deacons for one-year, as provided in G-2.0404, due to the pandemic. APPROVED
G-2.0404 Terms of Service - Ruling elders and deacons shall be elected to serve terms of no more than three years on the session or board of deacons, and may be eligible for reelection according to congregational rule. However, no ruling elder or deacon shall be eligible to serve more than six consecutive years, and a ruling elder or deacon who has

served six consecutive years shall be ineligible for election to the same board for at least one year. Election shall be to classes as nearly equal in number as possible, with the term of only one class ending each year. The presbytery may, upon written request and by majority vote, grant a congregation a waiver of this limitation on terms.

WILLIAM MOORE ANDERSON - FAITH JOURNEY

As I celebrate the fiftieth anniversary of my initial commitment of my life to Christ, it's appropriate that I reflect on my faith journey over the decades.

I suppose that I'm one of those "cradle Presbyterians" about whom you may have heard. I was the third of four children born to my parents. By the time I was eight months old, I had been baptized in the Westminster Presbyterian Church of Lincoln, NE, where seven generations of my family before me had been active members. When I was two years old, my dad's work took the family to Mesa, AZ, then a Mormon-dominated suburb of Phoenix. We were a church-going family (as were many in the denominational heyday of the late 1950s and early 1960s), but I don't remember anything from my childhood years that was distinctively Christian about our home life other than the children offering set table graces at dinnertime and our regular Sunday morning church attendance. It actually was a bit of a treat to be sick enough to get to stay home from Sunday School and church!

Around the time I started junior high school, my parents, my younger sister and I moved to San Diego, CA, where my parents joined a neighborhood congregation of the United Church of Christ. During those years which coincided with what was termed "the Jesus Movement," when thousands of young people in southern CA made commitments to Jesus Christ as Lord and Savior, I came under the influence of a group of peers who self-identified as "Jesus freaks." I was drawn to them by their loving relationships with one another, and became involved in a before-school Bible Study Breakfast. Through the Bible study, I came to see that I needed to be in relationship with Jesus Christ, and on August 12, 1970 as a 14-year-old, I invited Jesus into my heart. I became active with the youth group of many of my Christian friends from school, at an evangelical Presbyterian church which offered a strong Biblical base that I had missed in spite of my years of childhood Sunday school. My home congregation ended up leaving the UPCUSA denomination around the time I went away to Westmont, an independent Christian liberal arts college in Santa Barbara, CA.

I began to thrive spiritually in the Christian college environment where I sought to integrate faith and learning. As my Religious Studies Major program allowed me to explore my own Reformed theological roots, I gained a deeper appreciation for my baptism before I was in a position to choose to follow Jesus. Leadership opportunities in my high school youth group had implanted the seeds of a sense of call to pastoral ministry, and that sense continued to grow during the college years. I was ordained a Deacon in my home church in Santa Barbara, whose Pastor was a mentor to me and had previously served as President of Westmont College. During that time I increasingly felt called to work for renewal within the mainline church.

I completed my degree a year early in order to be considered for a fulltime position on the College's Admissions staff, and served there for three years while I co-led my church's Single

Life Fellowship. It was in that group where I met the woman who would later become my wife of more than 35 years. Eventually I was admitted to the M.Div. program at Princeton Theological Seminary in NJ. My undergraduate major allowed me to capitalize on seminary as a graduate-level educational experience, and after my first two years I took a year off to complete a fulltime internship in a parish of the Church of Scotland in Dundee. I returned to Princeton for a third and final year there, although during mid-term exams in my final semester I had to return to CA upon the death of my father. Just a few months later I was graduated from seminary, moved back to CA, and the following July was married to the remarkable Lane Aijian, who came from the strong Christian family for which I had always longed.

My first call was as Assistant Pastor (and later Associate) at the First Presbyterian Church of Greenville, PA, where our older son was born. Four years later we moved across the state to accept a call as (Associate) Minister of Parish Life at the Media Presbyterian Church in suburban Philadelphia. Five years (and two childbirths) later upon the retirement of the Senior Pastor, I was called as Solo Pastor of the Palmdale Presbyterian Church in Melbourne, FL, which I served for 18 years until 2011. At that time (as “empty-nesters”) we moved within the same Presbytery to Daytona Beach, where I was called as Designated Pastor of the First Presbyterian Church (and two years later as Pastor).

After an 8-year ministry there, on the advice of my doctors I requested the dissolution of the pastoral relationship at the end of 2019, in order to reduce stress in my life. Also late in 2019 I took on the care and affairs of my older sister who could no longer live independently. She joined my wife and me in Daytona Beach, with the plan to build her a cabin outside the back door of our former vacation home in Shady Valley, TN. Since the beginning of this year I have continued as a Member at Large of Central Florida Presbytery, where I have in the past chaired Theology & Worship, as well as the Committee on Ministry. At this time, my primary “call” is providing care for my sister.

During this past Holy Week, my wife suddenly and unexpectedly passed away after suffering a heart attack at our home in FL. Recent months have seen the sale of that property and my full move to Shady Valley, thanks to the dotting support and assistance of our three adult children and their spouses. I have appreciated worshipping with the First Presbyterian Church of Johnson City and benefitting from the pastoral ministry of the Rev. Paul Helphinstine. My faith in God as my Rock and my Fortress, an ever-present Help in time of need, is what has sustained me through this recent difficult period. I look forward to establishing more local collegial relationships now that I’m settling in here, even though I anticipate requesting to become Honorably Retired next year when I turn 65.

Although this [lengthy] statement has focused on recent transitions, I am excited to say that my faith continues to be stretched in exciting ways. In my last installed pastorate I was constantly challenged by the examples of committed lay leaders who were willing to be stretched beyond their comfort zones in obedience to Jesus Christ, and now it’s my grown children who help keep me on a growing edge as I seek to follow Jesus and bring my whole life into subjection to his lordship.

WILLIAM MOORE ANDERSON - STATEMENT OF FAITH

I trust in Jesus Christ, Son of God, fully God and fully human, and before whom I bow as my Lord and Savior. In fulfillment of his Father's will, he took on human flesh amidst the limits of time and space and lived a life of humility and service. This culminated in offering up his life as payment for the sin of fallen humanity, and subsequently being raised, pronouncing victory over the power of sin and death. He ascended to heaven, and promised to return to claim his own.

I trust in God whom Jesus called, "Abba, Father," Creator of all that is. This Holy One, eternal, invisible, all-wise and all-powerful, acts in sovereign love in fulfillment of God's covenant. Particularly in recent months I have come to appreciate more fully God as "my rock, my fortress, and my deliverer . . . in whom I take refuge, my shield, and the horn of my salvation, my stronghold" (Psalm 18:2).

I trust in the Holy Spirit. As the third Person of the Holy Trinity, I choose to refer to the Spirit with personal pronouns, such as "s/he," rather than "it." The Spirit gives birth to the community of the Church, empowering God's people with gifts to accomplish God's work and purposes, and conforming believers to the image of Christ.

God has called people of all tribes and nations into the Church, the Body of Christ, to offer worship and praise, while also proclaiming and enacting God's saving grace and love. Within the fellowship of this community, and particularly in the sacraments of the Lord's Supper and Holy Baptism, we experience the undisputed presence of God. I have been blessed to have been shaped by this diverse body for my entire life, and for the past thirty-five years have been called to serve it as a Pastor. While uncertain of the specifics of my call in this new season of relocation and approaching retirement, I crave the continuing fellowship of God's people.

This space left intentionally blank.

Trustees Report

INFORMATION:

1. The Trustees held their Annual Meeting on October 29, 2020.

The Trustees received the 2019 Audit Report. A 2019 Financial Review Taskforce, composed of ruling elders Larry Smith (New Bethel Church), Pam Pope (Jonesborough Church) and Jill Sauceman (Jonesborough Church) met on October 13, 2020, and completed the 2019 presbytery financial review and their analysis did not discover any material modifications that should be made to improve the accuracy of the 2019 financial statements of Holston Presbytery. The report was shared with the Administration and Budget Committee and the General Mission Board.

2. The 2020 Tennessee Annual Corporation Report Form was updated.
3. The Trustees reviewed the presbytery's assets.
4. The Trustees reviewed the presbytery's insurance coverage as mandated by *G-3.0112 Insurance - Each council shall obtain property and liability insurance coverage to protect its facilities, programs, staff, and elected and appointed officers.*

RECOMMENDATIONS:

5. That Holston Presbytery ratify the actions of the Trustees selling the former Walkertown Presbyterian Church property, located at 6885 Kingsport Highway, Afton, Tennessee, to the Walkertown Bible Fellowship Church (formerly the Walkertown Cumberland Presbyterian Church) for \$175,000 in accordance with the Memorandum Opinion of the Circuit Court of the Third Judicial District, Greene County, Greeneville, Tennessee. (See attached.) APPROVED
6. That the Holston Presbytery Trustees be appointed as a commission for Rosemont Presbyterian Church and the Holston Presbytery Trustees be authorized to take all actions necessary to dissolve the congregation, transfer its membership, maintain the vacant property, administer all financial transactions including the rental and/or sale the property. APPROVED
7. That Holston Presbytery ratify the actions of the Trustees granting written permission for the sale of the New Providence cemetery and former Maxwell Academy to the New Providence Presbyterian Cemetery, Stony Point, Surgoinsville, Tennessee, Inc. for \$10, per *Book of Order G-4.0206a*. APPROVED

Book of Order G-4.0206a Selling, Encumbering, or Leasing Church Property - A congregation shall not sell, mortgage, or otherwise encumber any of its real property and it shall not acquire real property subject to an encumbrance or condition without the written permission of the presbytery transmitted through the session of the congregation.

8. That Holston Presbytery ratify the actions of the Trustees granting written permission for the sale of the Mt. Hermon Presbyterian Church manse, adjacent to the church at 205 Gilley Avenue, Big Stone Gap, Virginia, to Kenneth Allmon, for \$20,000, per *Book of Order G-4.0206a Selling, Encumbering, or Leasing Church Property - A congregation shall not sell, mortgage, or otherwise encumber any of its real property and it shall not acquire real property subject to an encumbrance or condition without the written permission of the presbytery transmitted through the session of the congregation.* APPROVED

9. [WITHDRAWN] That Holston Presbytery ratify the actions of the Trustees selling the Rosemont Presbyterian Church property, located at 2400 Broad Street, Bristol, Tennessee, to Nick Logan for \$150,000.

10. Upon the request of the Windsor Avenue Presbyterian Church for dissolution, that the Holston Presbytery Trustees be appointed as a commission for Windsor Avenue Presbyterian Church and the Holston Presbytery Trustees be authorized to take all actions necessary to dissolve the congregation, transfer its membership, maintain the vacant property, administer all financial transactions including the rental and/or sale the property. APPROVED

11. That Holston Presbytery ratify the actions of the Trustees approving the lease between First Presbyterian Church, Kingsport, and Family Promise of Greater Kingsport, for property at 601 Holston Street, Kingsport (commonly referred to as the Hufford House), for a term of up to 20 years per *Book of Order G-4.0206b.* APPROVED

Book of Order, G-4.0206b - A congregation shall not lease its real property used for purposes of worship, or lease for more than five years any of its other real property, without the written permission of the presbytery transmitted through the session of the congregation.

This space left intentionally blank.

IN THE CIRCUIT COURT FOR THE THIRD JUDICIAL DISTRICT
OF TENNESSEE AT GREENEVILLE

HOLSTON PRESBYTERY OF THE
PRESBYTERIAN CHURCH (U.S.A.), INC.,

Plaintiff/Counter-Defendant,

vs.

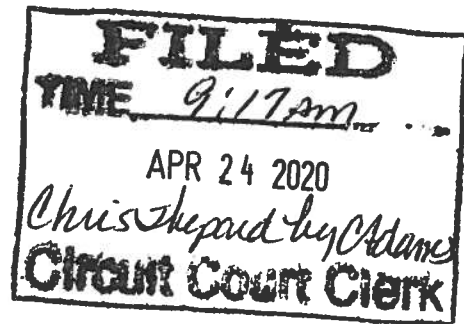
WALKERTOWN CUMBERLAND
PRESBYTERIAN CHURCH, an
Unincorporated Association,

Defendant/Counter-Plaintiff,

JOHN LONG, SHERRI JAYNES,
MARY McKAY, PHIL SMITH,
SHERRY WILLS, TERRI DAVIS,
DAVID McKAY, SANDRA OSBORNE,
AND DEBBIE SMITH,

Defendants.

No. CC18CV225
NOTICE OF ENTRY REQUESTED



ORDER OF DISMISSAL

Following entry of the Court's Memorandum Opinion of January 14, 2020 (Exhibit 1 attached) all remaining issues were submitted to mediation as directed pursuant to Supreme Court Rule 31 and further negotiations thereafter continued, following which the parties announced that they had resolved all issues upon the following terms and conditions which have now been fully executed, to-wit:

1. The Trustees of Holston Presbytery of the Presbyterian Church (U.S.A.), Inc. have executed and delivered unto Sherri Jaynes, Jennifer D. Johnson, John Long, David McKay, Mary McKay, Debbie Smith, Phil Smith and Sherry Wills, as Trustees of Walkertown Bible Fellowship

Church, a Quitclaim Deed to the subject Walkertown Church property;

2. The Trustees of Walkertown Bible Fellowship Church have paid unto Holston Presbytery of the Presbyterian Church (U.S.A.), Inc. the sum of \$175,000 in consideration for a Quitclaim Deed from Holston Presbytery of its right, title and interest in the subject property;

3. The Trustees of Walkertown Bible Fellowship Church have paid unto Holston Presbytery of the Presbyterian Church (U.S.A.), Inc. the additional sum of \$25,000 in partial reimbursement to Holston Presbytery of the Presbyterian Church (U.S.A.), Inc. of its attorney's fees herein incurred; and

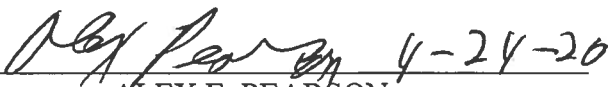
4. All parties acknowledge the release and discharge of all other parties from all claims, rights, demands, damages and causes of action asserted by way of the parties' Complaint, as amended, and Counterclaim or which could have been asserted herein.

In accordance with the foregoing it is, accordingly,

ORDERED that the Complaint, as amended, and Counterclaim should be and are hereby voluntarily dismissed with prejudice.

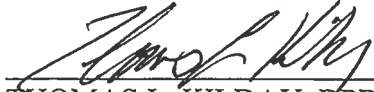
Each party shall assume and pay its/their respective Rule 54.04 discretionary costs. Court costs of the clerk are taxed to the defendants.

ENTER:



ALEX E. PEARSON
Circuit Judge

APPROVED FOR ENTRY:



THOMAS L. KILDAY, BPR # 004732
MILLIGAN & COLEMAN PLLP
P. O. Box 1060
Greeneville, TN 37744-1060
(423) 639-6811

Attorney for Plaintiff/Counter-Defendant



JEFFREY A. COBBLE, BPR # 018594
COBBLE LAW FIRM
1315 E. Andrew Johnson Hwy., Ste. 5
Greeneville, TN 37745
(423) 639-6684

Attorney for Defendants/Counter-Plaintiff

TLK/sw/18-012

IN THE CIRCUIT COURT FOR THE THIRD JUDICIAL DISTRICT
GREENE COUNTY, GREENEVILLE, TN

Holston Presbytery of the
Presbyterian Church (U.S.A), Inc.,

Plaintiff/Counter-Defendant

vs.

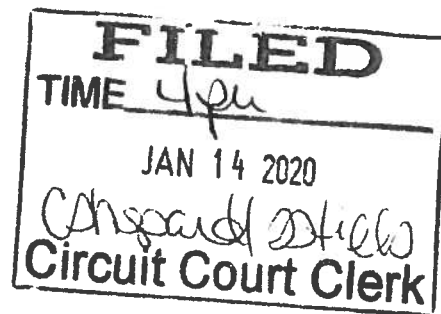
Case No.: 18 CV 225 AEP

Walkertown Cumberland
Presbyterian Church, an
Unincorporated Association,

Defendant/Counter-Plaintiff,

John Long, Sherri Jaynes,
Mary McKay, Phil Smith,
Sherry Wills, Terri Davis,
David McKay, Sandra Osborne,
and Debbie Smith

Defendants.



Memorandum Opinion

This cause came to be heard on December 5, 2019, before the Honorable Alex Pearson, Circuit Court Judge. After considering the testimony of John Long, stipulated testimony via deposition of Dr. Chalmer Nixon Willborn, arguments of counsel, exhibits, and the record as a whole, the Court hereby finds as follows:

The Court is sympathetic with the Walkertown Cumberland Church's desire to adhere to their faith in traditional Biblical teachings and doctrine; however, the Court is prohibited from deciding doctrinal disputes pursuant to the long established "ecclesiastical abstention doctrine." The Court finds the argument presented by Walkertown to be creative, and Mr. Cobble, Walkertown's attorney, spent considerable effort to convince the Court that somehow this issue could be decided without running afoul of the "church autonomy doctrine." The Court, however, finds Walkertown's argument that the property was held in trust by Holston Presbytery contingent on the Presbytery following traditional Presbyterian beliefs to be the very type of doctrinal issues the Court is prohibited from deciding. The Court further has little doubt that the founding members of Walkertown in 1923, the time of the deed, would consider many modern contemporary church values and doctrines to be suspect, but the Court cannot find that it has the authority to require any particular denomination or congregation to subscribe to a particular set of biblical principles pursuant to the "ecclesiastical abstention doctrine."

Findings of Fact

1. Holston Presbytery is a council of the Presbyterian Church (U.S.A.) [P.C. (U.S.A.)] which has within its purview of interest the individual P.C. (U.S.A.) church congregation of northeastern Tennessee and southwestern Virginia.

2. At all applicable times, the Constitution/Book of Order of P.C. (U.S.A.), with respect to property ownership, provided as follows:

All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.).

3. On September 4, 1923, a deed to the property upon which the subject church was ultimately constructed and which became known as Walkertown Presbyterian Church was given to the Trustees of Holston Presbytery “and their successors in right and trust forever” as the deed grantees.

4. Walkertown Presbyterian Church functioned as a congregation of P.C. (U.S.A.) within the district of Holston Presbytery until it withdrew its affiliation.

5. In May of 2011 P.C. (U.S.A.) voted to allow its individual congregations to decide whether to allow persons in a same-gender relationship to be considered for ordination and/or installation as deacons, elders, and ministers.

6. At all applicable times, the ruling Elders/Trustees of Walkertown Presbyterian Church [Walkertown] consisted of the defendants, John Long, Sherry Jaynes, Mary McKay, Phil Smith, Sherry Wills, Terry Davis, David McKay, Sandra Osborne, and Debbie Smith.

7. On June 5, 2011, the members of the congregation of Walkertown voted to leave P.C. (U.S.A.) because of “homosexuals being ordained as ministers and leaders in the church” pursuant to which a letter was sent to Holston Presbytery over with the signature of John Long requesting the Church’s withdrawal from P.C. (U.S.A.) and that “the deed of our property being held in trust be returned to Walkertown Church.”

8. Following its stated intent to withdraw as a P.C. (U.S.A.) church, Walkertown expressed the desire to be an independent, nondenominational congregation unaffiliated with any hierarchical church denomination upon being dismissed from P.C. (U.S.A.). P.C. (U.S.A.), however, declined to dismiss Walkertown unless it became affiliated with another reformed denomination, meaning one which holds to the beliefs of the Christian Protestant Reformation.

9. Walkertown then sought to affiliate with the Evangelical Presbyterian Church (E.P.C.), but after its initial affiliation, Walkertown realized theological differences with E.P.C. and withdrew from that denomination.

10. Walkertown thereafter joined the Cumberland Presbyterian Church denomination (Cumberland) after its formal dismissal from Holston Presbytery.

11. A number of members of Walkertown left the congregation and by the time of trial Walkertown had approximately ten members in its congregation down from approximately 20.

12. During the period when Walkertown was transitioning in its affiliation from P.C. (U.S.A.) to independent to E.P.C. to Cumberland, Walkertown's Trustees and the Trustees of Holston Presbytery engaged in negotiations with respect to the sum which Walkertown would be required to pay to Holston for acquiring the church property from Holston.

13. Walkertown Trustee/Elder Paul Long was the principal spokesman/negotiator for Walkertown who made a personal appraisal of the Walkertown property of \$222,000. A professional appraisal of the Walkertown property was made for \$221,000.

14. Walkertown took the position that the church property ceased to be owned by Holston Presbytery/P.C. (U.S.A.) "in the eyes of God" because P.C. (U.S.A.) had committed a "breach of trust" by virtue of P.C. (U.S.A.)'s decision in 2011 to allow individual church congregations to determine whether persons in a same-gender relationship (homosexuals) could serve as ministers, elders, and trustees.

15. Walkertown asserted that Holston Presbytery/P.C. (U.S.A.)'s "breach of trust" should cause title to the church property to be transferred to the denomination that it newly affiliated with, Cumberland, because the Constitution/Book of Order of Cumberland provides as follows:

3.32a The Cumberland Presbyterian Church is a connectional church and all lower judicatories of the church to-wit: synod, presbytery, and the particular churches are parts of that body and therefore all property held by or for a particular church, a presbytery, a synod, the General Assembly, or the Cumberland Presbyterian Church, whether the legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of the particular church or of a more inclusive judicatory or retained for the production of income, and whether or not the deed to the property so states, is held in trust nevertheless for the use and benefit of the Cumberland Presbyterian Church.

16. After becoming formally affiliated with Cumberland, Walkertown sought support from Cumberland for its claim of ownership against Holston Presbytery for the church property; however, Cumberland declined Walkertown's request, and at its meeting of October 6, 2018, Cumberland requested Walkertown to vacate the subject church property and withdraw its claim against Holston Presbytery for ownership of the property.

17. Cumberland offered Walkertown the use of a vacant Cumberland church building nearby, known as the Gass Memorial Church building, which Walkertown declined.

18. During the period of negotiation between Holston and Walkertown over transfer of the church property, Walkertown entered into a one-year lease with Holston Presbytery of the church

property, which was approved and signed by the Walkertown congregation ruling Elders/Trustees (defendants). The Lease provisions recited "OWNERSHIP. HOLSTON PRESBYTERY, INC. is the sole owner of the real property and all of the personal property contained in the premises."

19. Walkertown drafted a letter, introduced as exhibit 19 during the trial, that accompanied the signed lease agreement providing that the signed rental agreement was being sent with "reservations and misgivings". "Though presbytery may be considered by the State of Tennessee to be the owner of our property, we certainly do not consider you the owners in the eyes of God."

20. After the leasehold period expired on December 31, 2015, Holston allowed Walkertown to remain at the church premises while negotiations ensued for a nominal \$50 monthly rental, which Walkertown paid.

21. On December 7, 2016, Holston offered to sell the church property to Walkertown for the \$221,000 appraisal amount or, alternately, to renew a Lease for the use of the premises at \$1,450 monthly beginning January 1, 2017. Walkertown declined the offer to purchase or to renew the Lease but has continued to send monthly checks for \$50 to Holston Presbytery until the present time, which Holston Presbytery refused to accept after January 1, 2017.

22. Holston made a revised offer to Walkertown to sell the church property to it for \$175,000. Walkertown voted to respond with a purchase offer of \$22,000; however, this counteroffer which was approved by the congregation was never extended to Holston.

23. Holston made a further proposal to lease the church building to Walkertown for \$500 monthly beginning March 1, 2017, at which time Walkertown declined to enter into any further rental agreement but re-extended a previously made offer to Holston to purchase the property for \$11,000.

24. On November 10, 2017, Holston provided Walkertown with a written notice to vacate the property by January 1, 2018, and advised that it would retake possession of the property on that date.

25. On January 1, 2018, Holston re-entered the church building, changed the locks and changed the electricity account into its name from that of Walkertown.

26. On January 12, 2018, members of the Walkertown congregation made access to the church building through a window, removed Holston's locks and replaced them with locks of its own, changed the electricity account back into its own name and re-occupied the building.

27. Holston filed the present action on May 9, 2018, to establish its legal title to the church property because of the claim asserted by Walkertown that Holston Presbytery/P.C. (U.S.A.) was not the owner of the property.

28. Walkertown's principal spokesman, John Long, acknowledged that his congregation sees "storm clouds approaching" in the Cumberland Presbyterian Church and that if potential events

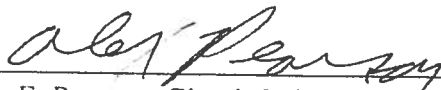
occur "we'll be back" in court to assert that Cumberland Presbyterian Church would no longer be the true owner of the Walkertown Church property.

CONCLUSIONS OF LAW

1. Trustees of Holston Presbytery of the Presbyterian Church (U.S.A.) were made title owners of the subject Walkertown Church property by deed on September 4, 1923, and have continued to be the title owners since.
2. The position of Walkertown Cumberland Presbyterian Church, an unincorporated association, and its co-defendants, the ruling Elders/Trustees thereof, that Holston Presbytery of the Presbyterian Church (U.S.A.), Inc., ceased being the owner of the property in 2011 because of its decision to allow local P.C. (U.S.A.) congregations to ordain persons in a same-gender (homosexual) relationship to be ordained as officers of a local congregation because such action constituted a "breach of trust" and a departure from "true principles of Presbyterianism" is an ecclesiastical matter relating to church doctrine with respect to which neither this Court, nor any civil court, has jurisdiction, whereby this Court is precluded from entertaining and adjudicating the issue advanced by Walkertown by virtue of the long-established "ecclesiastical abstention doctrine," also known as the "church autonomy doctrine" which "precludes civil courts in this country from adjudicating 'questions of discipline, or of faith, or ecclesiastical rule, custom or law' or church polity, or the internal governments of religious organizations." Watson v. Jones, 80 U.S. 679, 727, 20 L. Ed. 666 (1871); Presbyterian Church v. Mary Elizabeth Blue Hill Memorial Presbyterian Church, 393 U.S. 440, 89 S.Ct. 601 (1969); Harold Gunn v. First Baptist Church, 2018 WL 6749639 (Tenn.App. 2018); Fairmount Presbyterian Church, Inc. v. Presbytery of Holston of the Presbyterian Church in the United States, 531 S.W.2d 301 (Tenn.App. 1975); Holston Presbytery v. Wingard, (Tenn.App. 1985).
3. The present owners of the subject Walkertown Church property as described in the deed dated September 4, 1923, and found of record in Deed Book 113, page 545, in the office of the Register of Deeds of Greene County, Tennessee, are the present trustees of Holston Presbytery of the Presbyterian Church (U.S.A.) Inc., being successor trustees to W.C. Clemmons, H.R. Brown, and T.S. Rankin, and legal title to the subject church property is held by the present Holston Trustees in trust for the use and benefit of the Presbyterian Church (U.S.A.).
4. The Court further finds that because this case has not been to mediation as required pursuant to local rule 10.03 that all issues involving claims for rent due as well as all issues involving claims for attorney's fees shall be mediated within 45 days with all parties to act in good faith to resolve all remaining issues. It is the Court's sincere hope that the parties can resolve all issues in mediation including arriving at a fair and reasonable purchase price, lease, or mutual agreement on an orderly exit from the Walkertown building putting aside any hard feelings or bitterness that this lawsuit and overall dispute has caused both the Walkertown congregation and the Holston Presbytery because after all both proclaim to follow the same Christian faith. If the

parties fail to reach an agreement at mediation concerning a purchase, lease, or orderly exit, then the Walkertown Church Property must be vacated and turned over to the present trustees of Holston Presbytery by May 1, 2020.

ENTER this the 14th day of January, 2020.



Alex E. Pearson, Circuit Judge

This space left intentionally blank.

Nominations Committee Report

INFORMATION:

1. The Nominations Committee consulted with the presbytery Committee on Representation to provide for the rich diversity of the church and full participation in decision-making, per G-3.0103, *Book of Order*.
2. The process for nominations and elections is:
 - a. Nominees are submitted by the presbytery Nominations Committee;
 - b. The presbytery moderator shall ask for any nominations from the floor (nominees first for any vacancies, then nominees for any contested positions);
 - c. Uncontested nominees are elected by acclamation;
 - d. Contested nominees are elected by ballot.

RECOMMENDATIONS:

3. That the attached chart of nominees be elected. APPROVED
The Moderator led the body in a prayer of installation and commissioning for the newly elected persons.
4. That the Nominations Committee be granted authority to fill any remaining vacancies.
APPROVED

This space left intentionally blank.

	Class of 2023	Class of 2022	Class of 2021
Committee on Preparation for Ministry (9)	Robert White (TE)	Brian Alderman (TE)	Allen Huff (TE)*
	Dave Strickler (TE)		Carolyn Russ
	Sam Schaus (TE)		Nancy Johnson
Committee on Ministry (12)	Angus Shaw (TE)	Brad Walker (TE)	Collin Adams (TE)
		(TE) Lee Clements (TE)	Chris Bohn (TE)*
	Donna Sade (RE)	David Roane (RE)	Scott Wise (RE)
		(RE)	(RE) John Tucker (RE)
Mission & Evangelism (15)	Marshall Steinle (TE)*		Sherrolyn Weed (TE)
	Kathie Dameron	Barron Hopper (TE)	Matthew Cary
			(TE)
			(TE) Mary Dobrovolc
			DeLynn LeJong-McCash
Discipleship (9)	Greg Cartwright (TE)*	Collin Adams (TE)	Barron Hopper (TE)
	Russ Pearson		
Holston Camp Committee (9)	Collin Adams (TE)*	Dan Donaldson (TE)	Brian Wyatt (TE)
	Gwen Hunter	Katie Sword	(TE)
	Susan Lodal	Don Hart	Rebecca Nunley
Campus Ministry Committee (6)	Paul Helphinstine (TE)	Seong Im (TE)	Robert Rainwater (TE)*
	Marianne Huff	Phyllis Thompson	Mike Miyamoto
Administration & Budget (12)		(TE)	(TE)
	Gary Helton	Dave Welch (TE)*	Diana Moore (TE)
		Jill Sauceman	Carl Storms
	Pam Pope		Larry Smith
General Mission Board At-Large Members (3)	Todd Jenkins (TE)	Brad Napier (TE)	Tracy Cagle

Committee on Representation (3)	Phyllis Thompson	Janice Miyamoto	Calvin Ballinger
Nominations Committee (6) (Nominated by Moderator)		Sherrolyn Weed (TE)*	Joyce Johnson (LF)
		Marshall Steinle (TE)	Larry Dodd (LM)
Officers:	Class of 2023	Class of 2022	Class of 2021
Presbytery Moderator (1-YR Term)	(Elected in September 2022)	(Elected in September 2021)	Kaye Florence (TE)
Presbytery Vice-Moderator (1-YR Term)			Paul Gabinet (RE)
	Class of 2023		
Presbytery Treasurer (3-YR Term)	Kim Fifield (RE)		
Presbytery Assistant Treasurer (3-YR Term)	David Light (CRE)		
Readers/Commissioners/Delegates:	Class of 2023	Class of 2022	Class of 2021
Ordination Exam Readers (2) (1-YR Term)	(Elected in December 2022)	(Elected in December 2021)	Chris Bohn (TE)
Ordination Exam Reader Alt. (1) (1-YR Term)			Sharon Petke (RE)
			Bill Sade
	225TH GA - 2022		
General Assembly Commissioners (2) (2-YR Term)			
General Assembly Commissioners Alt. (2) (2-YR Term)		(Elected in December 2021)	
GA Young Adult Advisory Delegate (1) (2-YR Term)			
GA Young Adult Advisory Delegate Alt. (1) (2-YR Term)			
	Class of 2022		
Synod Commissioners (2) (3-YR Term)		Sam Weddington (TE)	
		Gilbert Rosenberger (RE)	
Synod Commissioners Alt. (2) (3-YR Term)		Bryan Wyatt (TE)	

Synod Nominating Committee (1) (3-YR Term)		(RE)	
	Class of 2026	Class of 2024	Class of 2022
Trustees (6) (6-YR Term)	(RE)	Dan Donaldson (TE)	David Light (RE)*
	Sharon Amstutz (TE)	Jim Mays (TE)	
Permanent Judicial Commission (7) (6-YR Term)	John Smith (RE)	Sherrolyn Weed (TE)	Scott Wise (RE)
	Rodney Norris (TE)	Sam Weddington (TE)	Carol Baird (RE)
			Mark Knisley (TE)
Sunset Gap Board	Class of 2026		
	Sherrolyn Weed (TE)		

This space left intentionally blank.



PARTNERSHIP OPPORTUNITY

2020-2021

Cyclical Southeastern Europe is an emerging non-profit, community organization that focuses on offering educational initiatives for personal and professional growth for non-religious or religious communities.

With its contextual nuances, Southeastern Europe is flooded with distrust and skepticism for others, including communities. The idea of community can be a threatening term because of what its meaning might conjure up in a *Balkan mentality* that has been hurt, oppressed, and taught through experience that others cannot truly be trusted. Much of this can be linked to a history under the Ottoman era and Communism. This collective past with all its pressures seems to contribute to what remains a strong sense of national pride as well as a collective distrust for others that often plays out in individual relationships. One might say the history of Southeastern Europe shares a *collective trauma*.

There are no easy solutions for any individual or large-scale societal challenges anywhere, including Southeastern Europe; nonetheless, trust and growth often occur with a growing sense of community belonging. *Cyclical Southeastern Europe is an emerging non-profit, community organization that focuses on offering educational initiatives for personal and professional growth for non-religious or religious communities.* At present, two community initiatives are under way: The Forum Community and The Faith Exploration Community, both of which are currently using online platforms for meeting spaces.

A hopeful, long-term outcome of the Cyclical Southeastern Europe vision statement (*Building Community to Serve Communities*) intends much like undergraduate or graduate programs of professional study, to provide holistic educational opportunities in a less formal way. These educational initiatives will ideally be a positively contributing factor of many factors in the lives of participants, helping all participants synthesize desires and inspiration to serve the various communities to which they belong.

Lawrence Sharrett, Cyclical Southeastern Europe Network Director (M.Ed., M.Div.)



With its contextual nuances, Southeastern Europe is flooded with distrust and skepticism for others, including communities. The idea of community can be a threatening term because of what its meaning might conjure up in a Balkan mentality that has been hurt, oppressed, and taught through experience that others cannot truly be trusted.

ONLINE FAITH EXPLORATION COMMUNITY
 A PLACE TO EXPLORE SPIRITUALITY AND FAITH QUESTIONS

For some, it is faith exploration.
 For some, it is a place to connect with positive people.
 Consider joining us as we begin in the Christian scriptures, and see where our interests and discussions take us!

Sundays at 9AM or 9PM Sofia/Athens Time on Zoom
 An International Faith Community

Find us on Facebook at: [Online Faith Exploration Community](#)
 For more information, email: onlinefaithcommunity@gmail.com
 Community Coordinator: Lawrence Sharrett

BUILDING COMMUNITY TO SERVE COMMUNITIES

“This is a place where I can ask questions and not feel judged.” -Participant of The Faith Community

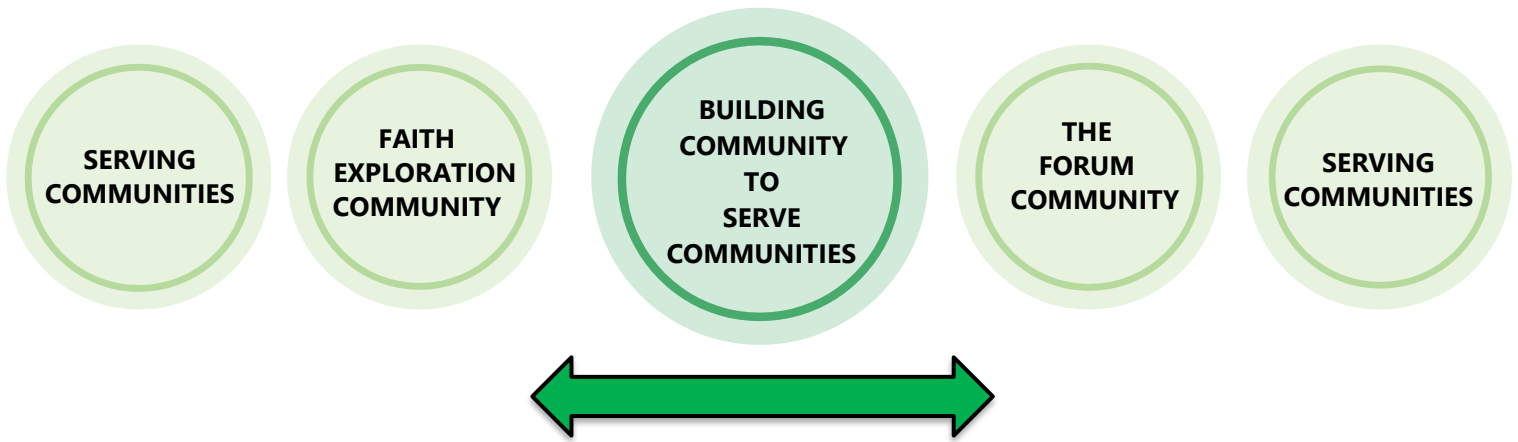
“I can be myself and let myself be known without fear of judgment.” -Participant of The Forum Community

“This is a safe place to express and explore ideas.” -Participant of The Faith Community

“I love being able to hear different perspectives in a respectful atmosphere.” -Participant of The Faith Community

“The Forum Community has great potential because we choose to be here, not because we are forced to be here.” -Participant of The Forum Community

“Everyone longs for authentic, honest, and transparent friendships and relationships with people for the sake of being true friends.” -Participant of The Forum Community



YOUR GIFT OF PARTNERSHIP MATTERS

Please join us in this unfolding story of Cyclical Southeastern Europe through your commitment to partner with a monthly or annual donation. Your financial gifts allow us to fiscally support the growing community initiatives and the director of Cyclical Southeastern Europe. All gifts are tax deductible. Thank you in advance for your support!

Visit the Cyclical website today and sign up to become a financial partner. Please dedicate your giving to Cyclical Southeastern Europe.

GIVE

The Forum Community Online

A Personal and Professional Development Community
Building Community to Serve Communities



Who is The Forum Community?
Many people have a desire to grow personally and professionally. If this includes you, and you are interested in participating with an online community, consider joining us. We are a community of learners *primarily* living in or from Southeastern Europe engaging in healthy discussions on relevant life topics facilitated by a diversity of qualified speakers.

When and Where Does The Forum Community Meet?
We meet on the last Sunday of each month at 9:00 PM Sofia/Athens Time via Zoom.

Why The Forum Community?
People moving forward are people moving forward together.

Find us on Facebook at: [The Forum Community Online](#)
For more information, email: theforumcommunityonline@gmail.com
Community Coordinator: Lawrence Sharrett

PRAYER REQUESTS

[Building Community Video Explanation](#)

We invite you to set your alarms for 10:02, in reference to Luke 10:1-2, to pray daily for leaders to emerge through these communities and that God will guide our service to other communities.

As Cyclical Southeastern Europe moves into 2021, will you join the developing work by praying for...

- The participants who are taking part in either of the current communities
- The goals of building community, building trust, and growing personally and professionally
- Wisdom for the possibilities of future communities that could be served through these initiatives
- The possibility of some members of these communities to meet in person someday
- A growing network of involved people throughout Southeastern Europe
- An expanding social media presence (e.g. websites, other) and an administrative assistant



Contact Details

Lawrence Sharrett

Director, Cyclical Southeastern Europe

[Cyclical Inc.](#)

lawrencesharrett@gmail.com

+1-423-285-8276 (International/U.S. Number)

+359-899-881-711 (Bulgarian Mobile)

+30-698-871-3238 (Greek Mobile)

*If you desire to receive newsletters from Cyclical Southeastern Europe, simply email lawrencesharrett@gmail.com with "Cyclical Southeastern Europe Newsletters" in the subject line.

Lawrence became Network Director of Cyclical Southeastern Europe in July of 2019. He is a graduate of King University, East Tennessee State University, and Trinity Evangelical Divinity School. Currently living in Athens, Greece, he is pursuing a degree in counseling psychology and psychotherapy from The American College of Greece. He claims both Bristol, Tennessee and Sofia, Bulgaria as home. With a focus on *building community*, he desires to integrate his experience in psychotherapy, education, and theology for his work in Southeastern Europe.

Lawrence and his wife Courtney have a young daughter, Julianna. Lawrence enjoys running, having coffee with friends (preferably a Greek freddo espresso), learning new things, and together with Courtney and Julianna, discovering beautiful things that make them happy.





Robert Hay, Jr. Southeast Region

206 Willow Bend Road
Peachtree City, GA 30269

770-289-3884
855-514-3152 toll free

robert.hay@presbyterianfoundation.org

Presbyterian
FOUNDATION 

Dear friends in Christ,

This year has challenged pastors and congregations like no other. I am deeply appreciative of all that you've done to keep your congregation connected and serving - and I am here to support you. I understand the challenges of ministry and can help you discern the best ways to lead your congregation. Please get in touch if I can assist you!

Online Giving

If your church has not set up online giving yet, I can help you get started. The Presbyterian Foundation offers an [online giving portal \(www.presbyterianfoundation.org/onlinegiving/\)](https://www.presbyterianfoundation.org/onlinegiving/) that handles all of the administrative tasks of processing gifts, transferring funds to your church once a month (more often by request). No set-up fees required. Please get in touch with me if you'd like to set up online giving.

Resources During a Pandemic

The Presbyterian Foundation has compiled resources to help your congregation deal with the challenges of worship and serving your community during a pandemic. Find those at www.presbyterianfoundation.org/covid19.

Stewardship

As you approach the fall season, you may be thinking about Stewardship. [Stewardship Navigator \(https://stewardshipnavigator.com\)](https://stewardshipnavigator.com) is a new resource that you may find helpful. It is an online resource available at no cost for PC(USA) churches. You can sign up for an online account and find resources on all aspects of stewardship, including an online calendar.

I am happy to set up a time to talk to you, your pastor or other church leaders about creating theologically sound stewardship campaigns that invite all of your members to participate.

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.”

Minutes of the December 7, 2020 State Meeting of Holston Presbytery

“The Presbyterian Foundation is a wonderful resource for local churches. First of all, it helps the pastor not have to carry all the water of stewardship education. The Foundation has helped us realize a variety of giving methods, and we know that has increased the giving, particularly of our younger cohort.” — Rev. Louise Westfall, Pastor

Planned Giving

Working through a plan for your estate is essential, and such a big relief for those who accomplish this task. Members of your congregation may find it helpful to have a session on [estate planning](#) (www.presbyterianfoundation.org/wills-legacy-giving/) while their calendars are free of the typical events of fall. I can lead a webinar or other similar session with members of your congregation who are ready to take this important step.

Investments

As you plan for the future of your church, it may be time to consider who holds your church's investments. Do you receive personalized service from those who manage those accounts? Can you get help when you need it? Are your investments held in ways that are consistent with Presbyterian values? I can talk with you about meeting your investment needs in socially responsible investments that help you meet your financial and moral objectives.

“The Presbyterian Foundation is a partner with us, and in being a partner, they are helping us be what God has called us to be.” —Rev. Jeremy Jinkins, Pastor

NEW in 2020! Church Financial Leadership Academy

Few pastors or commissioned ruling elders would say that they had adequate financial training for leading their church. That's why we created the Church Financial Leadership Academy. It's a Netflix-style website for church leaders who need resources to bolster their knowledge of church finances – and it's offered free of charge, thanks to a grant from the Lilly Endowment Inc. You can find it here: <https://churchfla.com/>



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Keenan Rodgers
Church Consultant
M: 215-341-8143
krodgers@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well. For more resources regarding racial justice, please visit [PC\(USA\)'s website](#).

Fall 2020 Board of Directors Meeting

The Board of Directors met this fall to discuss key information and to decide on actions that affect plans and programs administered by the Board of Pensions. Below are brief teasers on what was discussed and decided. Read more on the [Board Bulletin](#) for more information.

- As a result of positive financial outcomes, Directors approved a dues holiday for participants in the Medicare Supplement Plan.
- Directors approved a 40 percent increase in the annual Christmas gifts for retirees and surviving spouses who receive assistance in the form of Housing and/or Income supplements.
- With the 2021 Benefits Plan (adopted March 7, 2020), the Board of Pensions introduces a second benefits package for ministers, advancing on its long-term goal of having every PC(USA) minister enrolled in the church plan.

Employee Assistance Program

The [Employee Assistance Program \(EAP\)](#), administered by [Cigna Behavioral Health](#), is available to members with medical coverage* through the Board of Pensions, their families, and anyone who lives with them. Through the EAP, you have access to six private counseling sessions with a licensed clinician in Cigna's EAP network. These sessions can be virtual on your phone, tablet, or home computer, or face-to-face. Members eligible for EAP may call 866-640-2772. Retirees and church staff who are not eligible for EAP may call a separate Cigna support line, at 866-912-1687.

Other Notable Headlines

- [COVID-19 resources](#) – For more resources from the Board of Pensions regarding COVID-19, please visit our website.
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.
- [THRIVE](#) - Plan members and their spouses or partners are educated and engaged in personal financial planning as part of a larger exploration of identity, health, and vocation in retirement.
- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.

Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

New Financial Protection Programs

For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan



Tax-Advantaged Accounts

- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account

Called Presbytery Meeting – The Moderator announced there will be a called meeting of the presbytery on Tuesday, January 12, 2021, at 2:30 PM, via ZOOM, for the purpose “to discuss and decide a course of action to address the issues presented [in a letter to the presbytery General Mission Board, written on July 21, 2020.]” Complete information about the called meeting will be distributed prior to the date.

Worship was prepared and pre-recorded by Dr. Paul Gabinet, Presbytery Vice-Moderator.

Adjournment followed worship at 5:18 PM.

_____ Kaye Florence, Moderator

_____ Richard L. Fifield, Stated Clerk